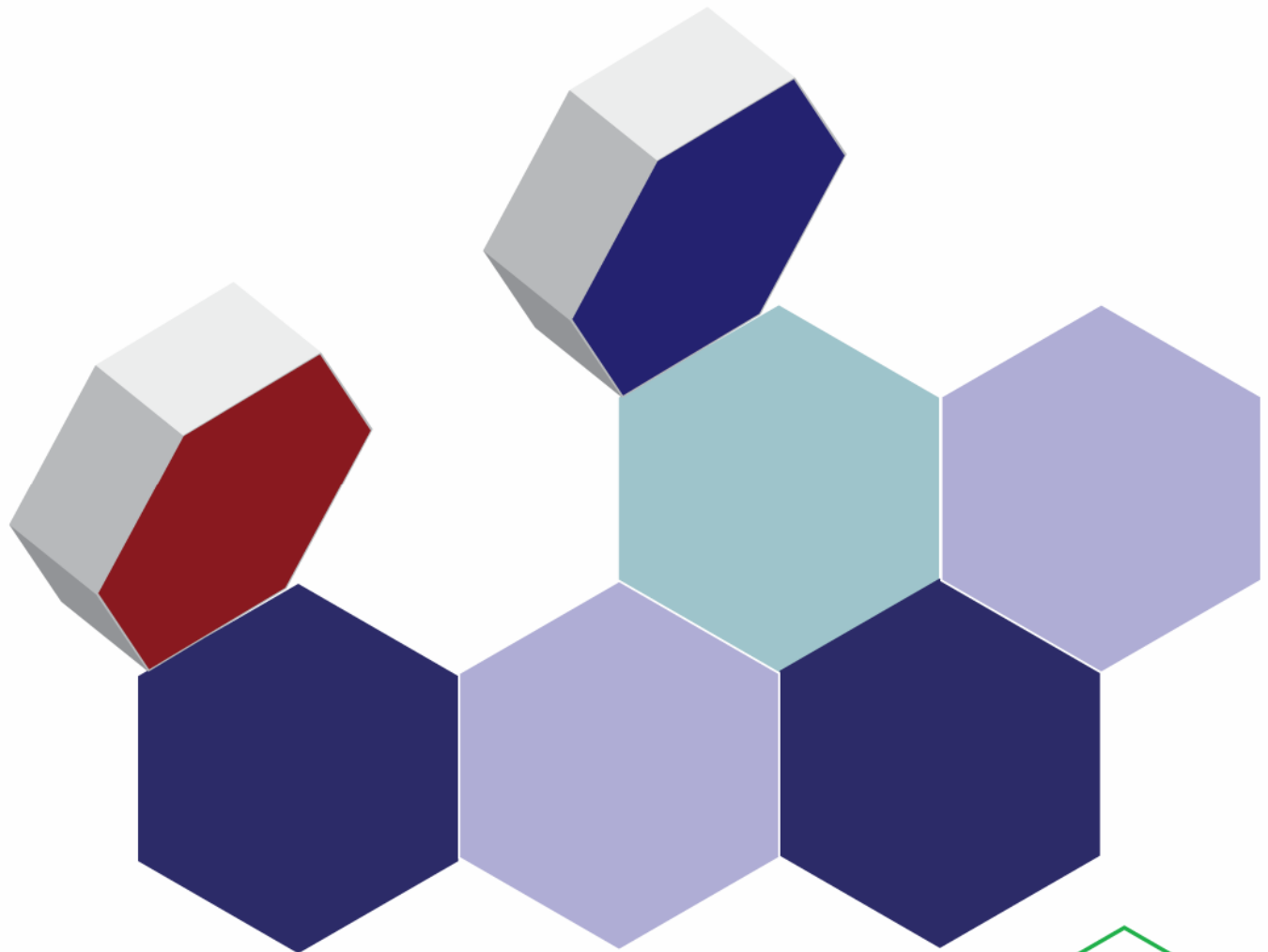


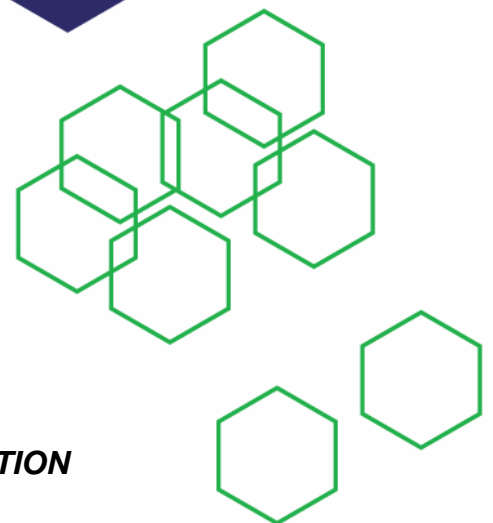


# *ANNUAL STATISTICAL REPORT 2007-2008*



*PUBLIC SCHOOL  
CERTIFIED AND NONCERTIFIED  
PERSONNEL*

**MR. TOM LUNA  
SUPERINTENDENT OF PUBLIC INSTRUCTION  
BOISE, IDAHO**



**ANNUAL**

**STATISTICAL REPORT**

**IDAHO PUBLIC**  
**DISTRICT AND CHARTER SCHOOLS**

**2007 – 2008**

Prepared by:

**STATE OF IDAHO**  
**DEPARTMENT OF EDUCATION**  
**PUBLIC SCHOOL FINANCE**  
P.O. BOX 83720  
BOISE, IDAHO 83720-0027

## **TABLE OF CONTENTS**

Introduction .....	ii-v
--------------------	------

### **MEMBERSHIP GROUPS**

Membership Groups with Teacher FTE & Student/Teacher Ratio .....	2-4
--	-----

### **CERTIFIED STAFF**

Number of Certified Employees.....	6-7
Salaries .....	8-15
Estimated Average Salary Expenditure Per Student.....	16
Experience Levels .....	17
Age Levels .....	18
Education Levels .....	19
Sources of Education .....	20
Ethnic and Gender Categories.....	21
Turnover .....	22
Charts .....	23

### **NON-CERTIFIED STAFF**

Number of Non-Certified Employees & Salaries .....	24-30
--	-------

## **INTRODUCTION**

### **PURPOSE**

This statistical report is designed to provide citizens who impact public education, including Idaho elected officials, professional educators and the general public, with some information upon which decisions about educational policy may be based.

### **SOURCE OF INFORMATION**

This report is based on personnel information submitted by each school district and charter school in the fall of 2007. Salary information for both certified and non-certified staff was supplied for the 2007-2008 school year.

### **GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP**

In many places in this publication, statistics are reported for school district groups according to size of student membership. District membership is defined as the total student enrollment less the total student withdrawal as of the first Friday of November. The five membership groups are: Districts with 5,000 or more students; districts with 2,500 – 4,999 students; districts with 1,000 – 2,499 students; districts with 500 – 999 students; and districts with 1 – 499 students. See pages 2 and 3 of this report for a list of school districts within each group. Charter Schools are reported as a separate group (see page 4 for detailed listing).

## **CLASSIFICATION OF PERSONNEL**

In the certified employee section of this report, employees are counted by Full Time Equivalent (FTE). Certified employees reported as performing more than one activity have been allocated according to their FTE in each activity.

Non-Certified employees reported in more than one activity have been allocated by their FTE in each job classification. Non-Certified employees FTE calculations are based on a 2,080-hour work year.

Employees who have been reported in both certified and non-certified activities have been counted by their FTE as a certified employee and as a non-certified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a school bus driver in the non-certified section.

## **CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPS**

Activities of certified employees are grouped into 18 classifications. These classifications and, in some cases, definitions of the classifications, are listed below:

1. Superintendent/Charter Administrator
2. Assistant Superintendent/Charter Administrator
3. Director – Administrator of a district-wide or charter-wide educational program
4. Supervisor/Coordinator – Educator with responsibility for teachers or courses in a specified subject or service area
5. Elementary Principal
6. Secondary Principal
7. Assistant Principal
8. Elementary Teacher – Certified teacher who works with students in grades K-6
9. Secondary Teacher – Certified teacher who works with students in grades 7-12
10. Education Media Generalist – Category includes Librarians
11. Counselor
12. Psychological Examiner
13. School Psychologist
14. Speech/Language Pathologist
15. Audiologist
16. School Social Worker
17. School Nurse
18. Occupational/Physical Therapist

For clarity of tabular presentation, these eighteen job classifications are consolidated into the activity groups listed below:

## **ACTIVITY GROUPS**

### **1. District Administration**

Superintendent/Charter Administrator  
Assistant Superintendent/Charter Administrator  
Director  
Supervisor/Coordinator

### **2. School Administration**

Elementary Principal  
Secondary Principal  
Assistant Principal

### **3. Student Services**

Education Media Generalist  
Counselor  
Psychological Examiner  
School Psychologist  
Speech/Language Pathologist  
Audiologist  
School Social Worker  
School Nurse  
Occupational/Physical Therapist

### **4. Instructional Services**

Elementary Teacher  
Secondary Teacher

\*\*\*\*\*

**SCHOOL**

**DISTRICTS &  
CHARTERS  
MEMBERSHIP**

**GROUPS**

\*\*\*\*\*



# SCHOOL DISTRICT MEMBERSHIP GROUPS

2007-2008

The following table shows the five (5) membership groups with districts listed by membership size. In addition, the number of full-time equivalent (FTE) teachers and the student/teacher ratio is shown.

The ratios are computed on the basis of the November 1st student membership (i.e. enrollment minus withdrawals) divided by the number of full-time equivalent (FTE) teachers (i.e. the percentage of full-time worked by each employee). The FTE count includes special education teachers.

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	MEMBERSHIP (d)	NUMBER OF TEACHERS (FTE) (e)	STUDENT/ TEACHER RATIO (f)
-------------	---------------------------	-------------------------	-------------------	---------------------------------------	-------------------------------------

DISTRICTS WITH 5,000 OR MORE STUDENTS					
1	002	MERIDIAN JOINT DISTRICT	32,728	1,659.00	19.70
2	001	BOISE INDEPENDENT DISTRICT	24,990	1,449.22	17.20
3	131	NAMPA SCHOOL DISTRICT	14,672	749.03	19.60
4	025	POCATELLO DISTRICT	11,703	597.95	19.60
5	091	IDAHO FALLS DISTRICT	10,395	527.85	19.70
6	271	COEUR D'ALENE DISTRICT	10,356	526.84	19.70
7	093	BONNEVILLE JOINT DISTRICT	9,152	440.55	20.80
8	411	TWIN FALLS DISTRICT	7,408	410.81	18.00
9	132	CALDWELL DISTRICT	6,428	361.77	17.80
10	139	VALLIVUE SCHOOL DISTRICT	6,314	332.64	19.00
11	273	POST FALLS DISTRICT	5,415	272.10	19.90
12	151	CASSIA COUNTY JOINT DISTRICT	5,025	282.60	17.80
13	340	LEWISTON INDEPENDENT DISTRICT	5,014	286.00	17.50
TOTAL (13 DISTRICTS)			149,600	7,896.36	18.90

DISTRICTS WITH 2,500 - 4,999 STUDENTS					
14	321	MADISON DISTRICT	4,620	231.09	20.00
15	003	KUNA JOINT DISTRICT	4,548	226.74	20.10
16	251	JEFFERSON COUNTY JT DISTRICT	4,512	225.51	20.00
17	272	LAKELAND DISTRICT	4,470	242.91	18.40
18	193	MOUNTAIN HOME DISTRICT	4,179	229.22	18.20
19	055	BLACKFOOT DISTRICT	4,158	227.66	18.30
20	331	MINIDOKA COUNTY JOINT DISTRICT	3,936	233.53	16.90
21	084	LAKE PEND OREILLE DISTRICT	3,893	232.90	16.70
22	261	JEROME JOINT DISTRICT	3,415	187.11	18.30
23	061	BLAINE COUNTY DISTRICT	3,235	246.90	13.10
24	134	MIDDLETON DISTRICT	2,952	150.04	19.70
25	221	EMMETT INDEPENDENT DIST	2,827	152.36	18.60
26	201	PRESTON JOINT DISTRICT	2,515	123.02	20.40
TOTAL (13 DISTRICTS)			49,260	2,708.99	18.20

DISTRICTS WITH 1,000 - 2,499 STUDENTS					
27	281	MOSCOW DISTRICT	2,467	145.69	16.90
28	215	FREMONT COUNTY JOINT DISTRICT	2,356	138.24	17.00
29	060	SHELLEY JOINT DISTRICT	2,118	106.55	19.90
30	052	SNAKE RIVER DISTRICT	1,828	94.03	19.40
31	373	FRUITLAND DISTRICT	1,766	99.65	17.70
32	371	PAYETTE JOINT DISTRICT	1,724	97.25	17.70
33	101	BOUNDARY COUNTY DISTRICT	1,634	98.74	16.50
34	431	WEISER DISTRICT	1,615	90.51	17.80
35	401	TETON COUNTY DISTRICT	1,554	82.75	18.80
36	381	AMERICAN FALLS JOINT DISTRICT	1,545	93.67	16.50
37	083	WEST BONNER COUNTY DISTRICT	1,534	95.13	16.10
38	414	KIMBERLY DISTRICT	1,428	77.37	18.50
39	413	FILER DISTRICT	1,402	79.26	17.70
40	322	SUGAR-SALEM JOINT DISTRICT	1,392	75.56	18.40
41	391	KELLOGG JOINT DISTRICT	1,348	85.71	15.70
42	231	GOODING JOINT DISTRICT	1,292	76.03	17.00
43	412	BUHL JOINT DISTRICT	1,282	75.96	16.90
44	370	HOMEDALE JOINT DISTRICT	1,277	79.75	16.00
45	171	OROFINO JOINT DISTRICT	1,265	82.45	15.30
46	021	MARSH VALLEY JOINT DISTRICT	1,252	76.94	16.30
47	033	BEAR LAKE COUNTY DISTRICT	1,162	71.35	16.30
48	244	MOUNTAIN VIEW SCHOOL DISTRICT	1,162	82.37	14.10
49	041	ST MARIES JOINT DISTRICT	1,156	70.20	16.50
50	232	WENDELL DISTRICT	1,085	69.15	15.70
51	137	PARMA DISTRICT	1,071	64.61	16.60
52	421	MC CALL-DONNELLY DISTRICT	1,009	75.08	13.40
TOTAL (26 DISTRICTS)			38,724	2,284.00	17.00

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	MEMBERSHIP (d)	NUMBER OF TEACHERS (FTE) (e)	STUDENT/ TEACHER RATIO (f)
<b>DISTRICTS WITH 500 - 999 STUDENTS</b>					
53	291	SALMON DISTRICT	962	58.20	16.50
54	372	NEW PLYMOUTH DISTRICT	948	51.38	18.50
55	150	SODA SPRINGS JOINT DISTRICT	924	50.10	18.40
56	351	ONEIDA COUNTY DISTRICT	882	55.47	15.90
57	363	MARSING JOINT DISTRICT	853	49.00	17.40
58	058	ABERDEEN DISTRICT	847	53.97	15.70
59	059	FIRTH DISTRICT	778	45.66	17.00
60	136	MELBA JOINT DISTRICT	749	43.68	17.10
61	252	RIRIE JOINT DISTRICT	683	42.62	16.00
62	262	VALLEY DISTRICT	683	41.50	16.50
63	253	WEST JEFFERSON DISTRICT	621	44.03	14.10
64	312	SHOSHONE JOINT DISTRICT	616	35.96	17.10
65	304	KAMIAH JOINT DISTRICT	574	34.82	16.50
66	393	WALLACE DISTRICT	569	39.39	14.40
67	202	WEST SIDE JOINT DISTRICT	567	33.17	17.10
68	341	LAPWAI DISTRICT	535	40.51	13.20
69	192	GLENN'S FERRY JOINT DISTRICT	510	36.00	14.20
<b>TOTAL (17 DISTRICTS)</b>			<b>12,301</b>	<b>755.46</b>	<b>16.30</b>
<b>DISTRICTS WITH 1 - 499 STUDENTS</b>					
70	111	BUTTE COUNTY JOINT DISTRICT	481	33.25	14.50
71	044	PLUMMER-WORLEY JOINT DISTRICT	470	34.64	13.60
72	181	CHALLIS JOINT DISTRICT	467	34.57	13.50
73	072	BASIN SCHOOL DISTRICT	463	29.43	15.70
74	148	GRACE JOINT DISTRICT	449	31.88	13.80
75	285	POTLATCH DISTRICT	444	32.28	14.90
76	365	BRUNEAU-GRAND VIEW JOINT DIST	432	29.00	12.50
77	133	WILDER DISTRICT	428	34.27	13.80
78	233	HAGERMAN JOINT DISTRICT	419	30.39	13.80
79	242	COTTONWOOD JOINT DISTRICT	419	30.37	13.00
80	415	HANSEN DISTRICT	404	31.04	12.30
81	422	CASCADE DISTRICT	357	28.95	13.20
82	135	NOTUS DISTRICT	328	24.86	13.20
83	287	TROY SCHOOL DISTRICT	323	24.50	13.40
84	073	HORSESHOE BEND SCHOOL DISTRICT	312	23.32	12.80
85	282	GENESEE JOINT DISTRICT	308	24.09	14.50
86	283	KENDRICK JOINT DISTRICT	302	20.77	11.90
87	288	WHITEPINE JT SCHOOL DISTRICT	281	23.65	12.00
88	417	CASTLEFORD DISTRICT	276	22.91	12.40
89	274	KOOTENAI DISTRICT	275	22.10	12.30
90	013	COUNCIL DISTRICT	274	22.25	13.30
91	071	GARDEN VALLEY DISTRICT	251	18.92	13.40
92	418	MURTAUGH JOINT DISTRICT	232	17.33	13.50
93	314	DIETRICH DISTRICT	224	16.57	12.10
94	316	RICHFIELD DISTRICT	217	18.00	11.60
95	182	MACKAY JOINT DISTRICT	213	18.40	12.10
96	305	HIGHLAND JOINT DISTRICT	213	17.67	11.80
97	161	CLARK COUNTY DISTRICT	207	17.61	10.70
98	011	MEADOWS VALLEY DISTRICT	204	18.99	12.20
99	121	CAMAS COUNTY DISTRICT	183	15.05	10.10
100	149	NORTH GEM DISTRICT	177	17.46	10.90
101	234	BLISS JOINT DISTRICT	176	16.21	9.50
102	302	NEZPERCE JOINT DISTRICT	158	16.64	10.40
103	243	SALMON RIVER JOINT SCHOOL DIST	149	14.26	8.80
104	433	MIDVALE DISTRICT	148	16.74	8.30
105	382	ROCKLAND DISTRICT	136	16.36	9.40
106	432	CAMBRIDGE JOINT DISTRICT	135	14.39	8.40
107	342	CULDESAC JOINT DISTRICT	121	14.37	8.20
108	392	MULLAN DISTRICT	115	13.99	7.60
109	292	SOUTH LEMHI DISTRICT	103	13.50	15.00
110	092	SWAN VALLEY ELEMENTARY DIST	75	5.00	8.20
111	394	AVERY SCHOOL DISTRICT	18	2.20	17.00
112	364	PLEASANT VALLEY ELEM DIST	17	1.00	5.10
113	383	ARBON ELEMENTARY DISTRICT	9	1.75	9.00
114	191	PRAIRIE ELEMENTARY DISTRICT	8	0.89	4.50
115	416	THREE CREEK JT ELEM DISTRICT	4	0.89	12.50
<b>TOTAL (46 DISTRICTS)</b>			<b>11,405</b>	<b>912.71</b>	<b>12.50</b>
<b>115 DISTRICTS STATEWIDE (excluding Charter Schools)</b>			<b>261,290</b>	<b>14,557.52</b>	<b>17.88</b>
<b>TOTAL (30 CHARTERS)</b>			<b>10,768</b>	<b>453.25</b>	<b>23.76</b>
<b>STATEWIDE (115 DISTRICTS AND 30 CHARTERS)</b>			<b>272,058</b>	<b>15,010.77</b>	<b>18.12</b>

RANK	DISTRICT/ LEA NUMBER	CHARTER NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/ TEACHER RATIO
(a)	(b)	(c)	(d)	(e)	(f)

IDAHO PUBLIC CHARTER SCHOOLS					
1	452	IDAHO VIRTUAL ACADEMY LEA	2,366	56.50	41.90
2	288	IDAHO DIGITAL LEARNING ACADEMY (IDEA)	916	27.79	33.00
3	131	IDAHO ARTS CHARTER SCHOOL	530	27.50	19.30
4	271	COEUR D'ALENE CHARTER ACADEMY	449	25.67	17.50
5	001	HIDDEN SPRINGS CHARTER SCHOOL	436	22.50	19.40
6	458	LIBERTY CHARTER LEA	409	15.65	26.10
7	453	RICHARD MCKENNA CHARTER LEA	403	14.45	27.90
8	464	WHITE PINE CHARTER LEA	360	17.23	20.90
9	455	COMPAS PUBLIC CHARTER LEA	343	13.02	26.30
10	451	VICTORY CHARTER SCHOOL LEA	338	13.00	26.00
11	139	THOMAS JEFFERSON CHARTER SCHOOL	322	14.00	23.00
12	002	NORTH STAR CHARTER SCHOOL	318	17.12	18.60
13	461	TAYLORS CROSSING CHARTER LEA	305	13.05	23.40
14	456	FALCON RIDGE CHARTER LEA	299	13.71	21.80
15	025	POCATELLO COMMUNITY LEARNING CHARTER	296	16.75	17.70
16	460	THE ACADEMY CHARTER LEA (ARC)	272	9.50	28.60
17	462	XAVIER CHARTER LEA	259	11.00	23.50
18	454	ROLLING HILLS CHARTER LEA	256	12.77	20.00
19	457	INSPIRE VIRTUAL CHARTER LEA	255	5.40	47.20
20	463	VISON CHARTER LEA	222	9.50	23.40
21	331	ARTEC CHARTER SCHOOL	200	14.07	14.20
22	002	MERIDIAN MEDICAL ARTS CHARTER SCHOOL	194	15.49	12.50
23	002	MERIDIAN CHARTER HIGH SCHOOL	192	14.40	13.30
24	001	ANSER CHARTER SCHOOL	188	11.04	17.00
25	281	MOSCOW CHARTER SCHOOL	146	8.95	16.30
26	084	SANDPOINT CHARTER SCHOOL	135	10.17	13.30
27	459	GARDEN CITY COMMUNITY CHARTER LEA	127	8.00	15.90
28	055	BLACKFOOT COMMUNITY LEARNING CHARTER	120	7.67	15.60
29	052	IDAHO LEADERSHIP ACADEMY CHARTER (ILA)	76	5.45	13.90
30	291	UPPER CARMEN CHARTER	36	1.90	18.90
<b>TOTAL (30 CHARTERS)</b>			<b>10,768</b>	<b>453.25</b>	<b>23.76</b>

\*\*\*\*\*

**CERTIFIED  
STAFF  
TABLES  
DISTRICTS &  
CHARTERS**

\*\*\*\*\*

# NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

## \*\*\* STATEWIDE SUMMARY \*\*\*

**2007-2008**

ACTIVITY	FTE EMPLOYEE TOTAL (a)	FTE NUMBER MEN (b)	FTE NUMBER WOMEN (c)	% MEN IN ACTIVITY (d)	% WOMEN IN ACTIVITY (e)	% CERTIFIED EMPLOYEES (f)
<b>CLASSIFICATIONS (18)</b>						
SUPERINTENDENT/ADMINISTRATORS	120.37	85.29	35.08	70.86%	29.14%	0.69%
ASST SUPERINTENDENT/ADMINISTRATORS	12.18	8.89	3.29	72.99%	27.01%	0.07%
DIRECTOR	160.87	82.48	78.39	51.27%	48.73%	0.92%
SUPERVISOR/COORDINATOR	104.36	42.22	62.14	40.46%	59.54%	0.60%
PRINCIPAL-ELEMENTARY	297.02	138.02	159.00	46.47%	53.53%	1.70%
PRINCIPAL-SECONDARY	231.00	179.75	51.25	77.81%	22.19%	1.32%
ASSISTANT PRINCIPAL	211.72	136.77	74.95	64.60%	35.40%	1.21%
TEACHER-ELEMENTARY	7,871.86	932.45	6,939.41	11.85%	88.15%	45.04%
TEACHER-SECONDARY	7,139.13	3,184.39	3,954.74	44.60%	55.40%	40.84%
EDUCATION MEDIA GENERALIST	157.68	22.00	135.68	13.95%	86.05%	0.90%
COUNSELOR	612.48	168.94	443.54	27.58%	72.42%	3.50%
PSYCHOLOGICAL EXAMINER	5.48	1.48	4.00	27.01%	72.99%	0.03%
SCHOOL PSYCHOLOGIST	151.01	50.21	100.80	33.25%	66.75%	0.86%
SPEECH/LANGUAGE PATHOLOGIST	198.13	6.16	191.97	3.11%	96.89%	1.13%
AUDIOLOGIST	4.60	3.50	1.10	76.09%	23.91%	0.03%
SCHOOL SOCIAL WORKER	46.60	7.28	39.32	15.62%	84.38%	0.27%
SCHOOL NURSE	118.24	0.00	118.24	0.00%	100.00%	0.68%
OCCUPATIONAL/PHYSICAL THERAPIST	36.49	4.00	32.49	10.96%	89.04%	0.21%
<b>TOTAL</b>	<b>17,479.22</b>	<b>5,053.83</b>	<b>12,425.39</b>	<b>28.91%</b>	<b>71.09%</b>	<b>100.00%</b>

ACTIVITY	FTE EMPLOYEE TOTAL (a)	FTE NUMBER MEN (b)	FTE NUMBER WOMEN (c)	% MEN IN ACTIVITY (d)	% WOMEN IN ACTIVITY (e)	% CERTIFIED EMPLOYEES (f)
<b>ACTIVITY GROUPS (4)</b>						
DISTRICT/CHARTER ADMINISTRATION	397.78	218.88	178.90	55.03%	44.97%	2.28%
SCHOOL ADMINISTRATION	739.74	454.54	285.20	61.45%	38.55%	4.23%
STUDENT SERVICES	1,330.71	263.57	1,067.14	19.81%	80.19%	7.61%
INSTRUCTIONAL SERVICES	15,010.99	4,116.84	10,894.15	27.43%	72.57%	85.88%
<b>TOTAL</b>	<b>17,479.22</b>	<b>5,053.83</b>	<b>12,425.39</b>	<b>28.91%</b>	<b>71.09%</b>	<b>100.00%</b>

**NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES**

**18 CLASSIFICATIONS IN FIVE MEMBERSHIP GROUPS**

**2007-2008**

ACTIVITY	STATEWIDE DISTRICTS/CHARTERS (115 DISTRICTS, 30 CHARTERS)		STATEWIDE CHARTERS ONLY (30 CHARTERS)		STATEWIDE DISTRICTS ONLY (115 DISTRICTS)		DISTRICTS WITH 5,000 OR MORE STUDENTS (13 DISTRICTS)	
	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF
<b>CLASSIFICATIONS (18)</b>								
SUPERINTENDENT/ADMINISTRATOR	120.37	0.69%	26.31	5.23%	94.06	0.55%	13.00	0.14%
ASST SUPERINTENDENT/ADMINISTRATOR	12.18	0.07%	-	0.00%	12.18	0.07%	7.00	0.08%
DIRECTOR	160.87	0.92%	5.01	1.00%	155.86	0.92%	76.53	0.83%
SUPERVISOR/COORDINATOR	104.36	0.60%	5.90	1.17%	98.46	0.58%	70.98	0.77%
PRINCIPAL-ELEMENTARY	297.02	1.70%	-	0.00%	297.02	1.75%	157.66	1.69%
PRINCIPAL-SECONDARY	231.00	1.32%	0.50	0.10%	230.50	1.36%	87.46	0.94%
ASSISTANT PRINCIPAL	211.72	1.21%	1.50	0.30%	210.22	1.24%	149.57	1.61%
TEACHER-ELEMENTARY	7,871.86	45.04%	250.78	49.81%	7,621.08	44.89%	4,246.36	45.82%
TEACHER-SECONDARY	7,139.13	40.84%	202.47	40.22%	6,936.66	40.86%	3,650.00	39.39%
EDUCATION MEDIA GENERALIST	157.68	0.90%	-	0.00%	157.68	0.93%	68.45	0.74%
COUNSELOR	612.48	3.50%	10.13	2.01%	602.35	3.55%	360.50	3.89%
PSYCHOLOGICAL EXAMINER	5.48	0.03%	-	0.00%	5.48	0.03%	1.00	0.01%
SCHOOL PSYCHOLOGIST	151.01	0.86%	0.50	0.10%	150.51	0.89%	96.08	1.04%
SPEECH/LANGUAGE PATHOLOGIST	198.13	1.13%	0.30	0.06%	197.83	1.17%	124.91	1.35%
AUDIOLOGIST	4.60	0.03%	-	0.00%	4.60	0.03%	3.90	0.04%
SCHOOL SOCIAL WORKER	46.60	0.27%	-	0.00%	46.60	0.27%	29.50	0.32%
SCHOOL NURSE	118.24	0.68%	-	0.00%	118.24	0.70%	93.34	1.01%
OCCUPATIONAL/PHYSICAL THERAPIST	36.49	0.21%	-	0.00%	36.49	0.21%	30.34	0.33%
<b>ACTIVITY GROUPS (4)</b>								
DISTRICT/CHARTER ADMINISTRATION	397.78	2.28%	37.22	7.39%	360.56	2.12%	167.51	1.82%
SCHOOL ADMINISTRATION	739.74	4.23%	2.00	0.40%	737.74	4.35%	394.69	4.26%
STUDENT SERVICES	1,330.71	7.61%	10.93	2.17%	1,319.78	7.77%	808.02	8.72%
INSTRUCTIONAL SERVICES	15,010.99	85.88%	453.25	90.04%	14,557.74	85.76%	7,896.36	85.20%
<b>TOTAL</b>	<b>17,479.22</b>	<b>100.00%</b>	<b>503.40</b>	<b>100.00%</b>	<b>16,975.82</b>	<b>100.00%</b>	<b>9,266.58</b>	<b>100.00%</b>

ACTIVITY	DISTRICTS WITH 2,500-4,999 STUDENTS (13 DISTRICTS)		DISTRICTS WITH 1,000-2,499 STUDENTS (26 DISTRICTS)		DISTRICTS WITH 500-999 STUDENTS (17 DISTRICTS)		DISTRICTS WITH 1-499 STUDENTS (46 DISTRICTS)	
	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF
<b>CLASSIFICATIONS (18)</b>								
SUPERINTENDENT/ADMINISTRATOR	14.00	0.43%	24.69	0.99%	15.16	1.74%	27.21	2.62%
ASST SUPERINTENDENT/ADMINISTRATOR	5.18	0.16%	-	0.00%	-	0.00%	-	0.00%
DIRECTOR	33.24	1.01%	27.87	1.11%	6.04	0.69%	12.18	1.17%
SUPERVISOR/COORDINATOR	9.79	0.30%	13.24	0.53%	2.03	0.23%	2.42	0.23%
PRINCIPAL-ELEMENTARY	64.84	1.97%	41.76	1.67%	15.01	1.72%	17.75	1.70%
PRINCIPAL-SECONDARY	38.84	1.18%	53.10	2.12%	25.25	2.89%	25.85	2.49%
ASSISTANT PRINCIPAL	44.99	1.37%	12.23	0.49%	1.50	0.17%	1.93	0.19%
TEACHER-ELEMENTARY	1,518.62	46.14%	1,073.48	42.85%	367.05	42.05%	415.57	39.95%
TEACHER-SECONDARY	1,336.06	40.60%	1,088.48	43.45%	388.41	44.51%	473.71	45.54%
EDUCATION MEDIA GENERALIST	28.91	0.88%	34.92	1.39%	12.27	1.41%	13.13	1.26%
COUNSELOR	96.52	2.93%	82.33	3.29%	30.18	3.46%	32.82	3.16%
PSYCHOLOGICAL EXAMINER	2.00	0.06%	-	0.00%	0.38	0.04%	2.10	0.20%
SCHOOL PSYCHOLOGIST	33.67	1.02%	15.92	0.64%	1.25	0.14%	3.59	0.35%
SPEECH/LANGUAGE PATHOLOGIST	33.46	1.02%	24.27	0.97%	6.90	0.79%	8.29	0.80%
AUDIOLOGIST	0.70	0.02%	-	0.00%	-	0.00%	-	0.00%
SCHOOL SOCIAL WORKER	12.00	0.36%	5.10	0.20%	-	0.00%	-	0.00%
SCHOOL NURSE	13.10	0.40%	7.78	0.31%	1.37	0.16%	2.65	0.25%
OCCUPATIONAL/PHYSICAL THERAPIST	5.15	0.15%	-	0.00%	-	0.00%	1.00	0.09%
<b>ACTIVITY GROUPS (4)</b>								
DISTRICT/CHARTER ADMINISTRATION	62.21	1.89%	65.80	2.63%	23.23	2.66%	41.81	4.02%
SCHOOL ADMINISTRATION	148.67	4.52%	107.09	4.27%	41.76	4.78%	45.53	4.38%
STUDENT SERVICES	225.51	6.85%	170.32	6.80%	52.35	6.00%	63.58	6.11%
INSTRUCTIONAL SERVICES	2,854.68	86.74%	2,161.96	86.30%	755.46	86.56%	889.28	85.49%
<b>TOTAL</b>	<b>3,291.07</b>	<b>100.00%</b>	<b>2,505.17</b>	<b>100.00%</b>	<b>872.80</b>	<b>100.00%</b>	<b>1,040.20</b>	<b>100.00%</b>

# **CERTIFIED STAFF SALARIES**

## **\*\*\* STATEWIDE SUMMARY \*\*\***

**2007-2008**

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
<b>CLASSIFICATIONS (18)</b>				
SUPERINTENDENT/ADMINISTRATORS	141	120.37	\$10,606,716	\$88,118
ASST SUPERINTENDENT/ADMINISTRATORS	14	12.18	1,187,940	97,532
DIRECTOR	235	160.87	11,720,662	72,858
SUPERVISOR/COORDINATOR	142	104.36	7,218,604	69,170
PRINCIPAL-ELEMENTARY	327	297.02	21,525,281	72,471
PRINCIPAL-SECONDARY	256	231.00	17,256,264	74,702
ASSISTANT PRINCIPAL	230	211.72	14,579,148	68,861
TEACHER-ELEMENTARY	8,741	7,871.86	346,380,242	44,002
TEACHER-SECONDARY	7,786	7,139.13	315,590,175	44,206
EDUCATION MEDIA GENERALIST	185	157.68	7,914,944	50,196
COUNSELOR	657	612.48	30,106,528	49,155
PSYCHOLOGICAL EXAMINER	7	5.48	305,338	55,719
SCHOOL PSYCHOLOGIST	171	151.01	8,335,322	55,197
SPEECH/LANGUAGE PATHOLOGIST	228	198.13	10,174,607	51,353
AUDIOLOGIST	6	4.60	222,688	48,410
SCHOOL SOCIAL WORKER	48	46.60	2,429,031	52,125
SCHOOL NURSE	133	118.24	5,153,374	43,584
OCCUPATIONAL/PHYSICAL THERAPIST	42	36.49	1,920,566	52,633
<b>TOTAL</b>	<b>19,349</b>	<b>17,479.22</b>	<b>\$812,627,430</b>	<b>\$46,491</b>

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
<b>ACTIVITY GROUPS (4)</b>				
DISTRICT/CHARTER ADMINISTRATION	532	397.78	\$30,733,922	\$77,264
SCHOOL ADMINISTRATION	813	739.74	53,360,693	72,134
STUDENT SERVICES	1,477	1,330.71	66,562,398	50,020
INSTRUCTIONAL SERVICES	16,527	15,010.99	661,970,417	44,099
<b>TOTAL</b>	<b>19,349</b>	<b>17,479.22</b>	<b>\$812,627,430</b>	<b>\$46,491</b>

\* Base salaries exclude extra pay.

# CERTIFIED STAFF SALARIES

\*\*\* STATEWIDE SUMMARY \*\*\*

**2007-2008**

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (18)									
SUPERINTENDENT/ADMINISTRATOR	\$ 10,695,841	85.29	35.08	\$88,118	\$90,209	\$83,032	\$88,858	\$91,004	\$83,641
ASST SUPERINTENDENT/ADMINISTRATOR	1,193,140	8.89	3.29	97,532	97,212	98,396	97,959	97,797	98,396
DIRECTOR	11,999,042	82.48	78.39	72,858	74,424	71,211	74,588	76,570	72,503
SUPERVISOR/COORDINATOR	7,328,020	42.22	62.14	69,170	71,930	67,295	70,219	73,422	68,042
PRINCIPAL-ELEMENTARY	21,787,978	138.02	159.00	72,471	72,132	72,764	73,355	73,090	73,585
PRINCIPAL-SECONDARY	17,509,362	179.75	51.25	74,702	74,176	76,548	75,798	75,314	77,496
ASSISTANT PRINCIPAL	14,778,799	136.77	74.95	68,861	69,555	67,594	69,804	70,736	68,101
TEACHER-ELEMENTARY	350,315,019	932.45	6,939.41	44,002	43,529	44,066	44,502	44,846	44,456
TEACHER-SECONDARY	330,066,422	3,184.39	3,954.74	44,206	44,623	43,870	46,233	47,596	45,137
EDUCATION MEDIA GENERALIST	8,066,661	22.00	135.68	50,196	50,904	50,082	51,158	52,933	50,871
COUNSELOR	31,031,590	168.94	443.54	49,155	49,164	49,152	50,665	51,526	50,338
PSYCHOLOGICAL EXAMINER	317,154	1.48	4.00	55,719	62,439	53,232	57,875	68,994	53,761
SCHOOL PSYCHOLOGIST	8,527,362	50.21	100.80	55,197	55,688	54,953	56,469	57,284	56,063
SPEECH/LANGUAGE PATHOLOGIST	10,325,882	6.16	191.97	51,353	53,302	51,291	52,117	55,944	51,994
AUDIOLOGIST	230,010	3.50	1.10	48,410	50,889	40,523	50,002	51,951	43,801
SCHOOL SOCIAL WORKER	2,449,781	7.28	39.32	52,125	52,685	52,021	52,570	53,704	52,361
SCHOOL NURSE	5,190,794	-	118.24	43,584	-	43,584	43,900	-	43,900
OCCUPATIONAL/PHYSICAL THERAPIST	1,929,126	4.00	32.49	52,633	57,978	51,975	52,867	58,353	52,192
TOTALS	\$ 833,741,983	5,053.83	12,425.39						
ACTIVITY GROUPS (4)									
DISTRICT/CHARTER ADMINISTRATION	\$ 31,216,043	218.88	178.90	\$77,264	\$81,019	\$72,668	\$78,476	\$82,449	\$73,614
SCHOOL ADMINISTRATION	54,076,139	454.54	285.20	72,134	72,165	72,086	73,102	73,261	72,847
STUDENT SERVICES	68,068,360	263.57	1,067.14	50,020	50,977	49,784	51,152	53,111	50,668
INSTRUCTIONAL SERVICES	680,381,441	4,116.84	10,894.15	44,099	44,375	43,995	45,326	46,973	44,703
TOTALS	\$ 833,741,983	5,053.83	12,425.39						



**CERTIFIED STAFF SALARIES**  
**SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (13 DISTRICTS)**  
**2007-2008**

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (18)									
SUPERINTENDENT	\$ 1,547,674	10.00	3.00	\$ 118,328	\$ 116,594	\$ 124,109	119,052	\$ 17,297	\$ 124,902
ASST. SUPERINTENDENT	694,330	4.00	3.00	99,190	99,337	98,994	99,190	99,337	98,994
DIRECTOR	6,433,403	41.26	35.27	83,198	83,709	82,601	84,064	84,875	83,115
SUPERVISOR/COORDINATOR	5,293,280	26.23	44.75	74,110	75,409	73,349	74,574	75,897	73,799
PRINCIPAL-ELEMENTARY	12,193,570	65.97	91.69	76,923	77,248	76,689	77,341	77,781	77,024
PRINCIPAL-SECONDARY	7,312,417	59.46	28.00	82,702	82,373	83,401	83,609	83,240	84,391
ASSISTANT PRINCIPAL	10,687,933	88.13	61.44	70,757	71,968	69,020	71,458	72,815	69,511
TEACHER-ELEMENTARY	192,934,593	491.06	3,755.30	44,976	44,357	45,057	45,435	45,599	45,414
TEACHER-SECONDARY	172,844,008	1,573.88	2,076.12	45,361	45,716	45,092	47,355	48,642	46,378
EDUCATION MEDIA GENERALIST	3,737,577	8.83	59.62	53,466	52,605	53,593	54,603	56,535	54,317
COUNSELOR	18,718,568	88.11	272.39	50,767	51,242	50,613	51,924	53,291	51,482
PSYCHOLOGICAL EXAMINER	66,833	-	1.00	66,833	-	66,833	66,833	-	66,833
SCHOOL PSYCHOLOGIST	5,734,603	24.00	72.08	58,369	59,284	58,065	59,686	60,820	59,308
SPEECH/LANGUAGE PATHOLOGIST	6,607,806	3.00	121.91	52,277	55,805	52,191	52,901	59,363	52,742
AUDIOLOGIST	203,584	3.50	0.40	51,248	50,889	54,388	52,201	51,951	54,388
SCHOOL SOCIAL WORKER	1,559,761	4.00	25.50	52,638	54,791	52,301	52,873	55,474	52,465
SCHOOL NURSE	4,263,512	-	93.34	45,433	-	45,433	45,677	-	45,677
OCCUPATIONAL/PHYSICAL THERAPIST	1,598,135	4.00	26.34	52,453	57,978	51,614	52,674	58,353	51,812
TOTALS	\$452,431,587	2,495.43	6,771.15						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$ 13,968,687	81.49	86.02	\$ 82,742	\$ 85,840	\$ 79,807	\$ 83,390	\$ 86,674	\$ 80,280
SCHOOL ADMINISTRATION	30,193,920	213.56	181.13	75,867	76,496	75,125	76,500	77,252	75,614
STUDENT SERVICES	42,490,379	135.44	672.58	51,671	53,151	51,372	52,586	55,151	52,069
INSTRUCTIONAL SERVICES	365,778,601	2,064.94	5,831.42	45,154	45,393	45,070	46,322	47,918	45,757
TOTALS	\$452,431,587	2,495.43	6,771.15						

**CERTIFIED STAFF SALARIES**

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (13 DISTRICTS)**

**2007-2008**

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (18)									
SUPERINTENDENT	\$ 1,403,418	11.00	2.00	\$105,578	\$107,501	\$95,000	107,955	\$10,311	\$95,000
ASST. SUPERINTENDENT	498,810	4.89	0.29	95,292	95,474	92,207	96,295	96,538	92,207
DIRECTOR	2,169,617	15.99	14.10	70,605	70,315	70,935	72,104	72,597	71,546
SUPERVISOR/COORDINATOR	735,781	5.89	3.90	73,406	74,739	71,393	75,156	77,167	72,121
PRINCIPAL-ELEMENTARY	4,375,190	28.84	32.50	69,782	68,909	70,557	71,327	70,746	71,842
PRINCIPAL-SECONDARY	2,764,516	30.34	6.00	74,921	74,755	75,764	76,074	75,963	76,631
ASSISTANT PRINCIPAL	2,884,302	32.49	10.50	65,762	67,038	61,816	67,092	68,560	62,552
TEACHER-ELEMENTARY	64,521,726	168.61	1,274.61	44,136	44,243	44,122	44,707	45,785	44,564
TEACHER-SECONDARY	59,454,801	595.04	670.73	44,890	45,521	44,330	46,971	48,520	45,597
EDUCATION MEDIA GENERALIST	1,374,998	2.00	23.91	51,833	53,427	51,699	53,068	53,752	53,011
COUNSELOR	4,482,794	29.19	59.83	48,470	47,794	48,800	50,357	50,383	50,345
PSYCHOLOGICAL EXAMINER	103,458	1.00	1.00	46,380	52,776	39,983	51,729	61,360	42,098
SCHOOL PSYCHOLOGIST	1,540,386	13.00	18.17	48,240	52,346	45,303	49,419	53,885	46,224
SPEECH/LANGUAGE PATHOLOGIST	1,564,368	1.16	29.30	50,157	45,223	50,353	51,358	50,048	51,410
AUDIOLOGIST	26,426	-	0.70	32,600	-	32,600	37,751	-	37,751
SCHOOL SOCIAL WORKER	679,781	3.00	9.00	55,698	49,792	57,666	56,648	51,353	58,414
SCHOOL NURSE	470,273	-	12.10	37,855	-	37,855	38,866	-	38,866
OCCUPATIONAL/PHYSICAL THERAPIST	281,615	-	5.15	54,321	-	54,321	54,683	-	54,683
TOTALS	\$ 149,332,260	942.44	2,173.79						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$ 4,807,626	37.77	20.29	\$ 81,111	\$ 85,092	\$ 73,699	\$ 82,804	\$ 87,393	\$ 74,263
SCHOOL ADMINISTRATION	10,024,008	91.67	49.00	69,881	70,181	69,321	71,259	71,698	70,438
STUDENT SERVICES	10,524,099	49.35	159.16	48,971	49,384	48,843	50,473	51,715	50,088
INSTRUCTIONAL SERVICES	123,976,527	763.65	1,945.34	44,488	45,239	44,193	45,765	47,916	44,920
TOTALS	\$ 149,332,260	942.44	2,173.79						

**CERTIFIED STAFF SALARIES**

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (26 DISTRICTS)**

**2007-2008**

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (18)									
SUPERINTENDENT	\$ 2,295,777	21.20	4.00	\$ 90,561	\$ 90,716	\$ 89,740	\$ 91,102	\$ 91,359	\$ 89,740
ASST. SUPERINTENDENT	-	-	-	-	-	-	-	-	-
DIRECTOR	2,051,897	14.82	16.20	63,618	67,100	60,434	66,148	69,507	63,074
SUPERVISOR/COORDINATOR	754,439	6.89	6.35	54,724	60,587	48,362	56,982	64,384	48,950
PRINCIPAL-ELEMENTARY	2,955,361	26.67	17.59	65,838	67,794	62,872	66,773	68,647	63,931
PRINCIPAL-SECONDARY	3,893,232	47.39	7.21	70,200	70,471	68,423	71,305	71,653	69,016
ASSISTANT PRINCIPAL	901,903	11.72	2.51	61,579	61,883	60,159	63,380	64,061	60,204
TEACHER-ELEMENTARY	48,707,025	142.51	996.19	42,398	41,284	42,557	42,774	42,349	42,835
TEACHER-SECONDARY	50,125,292	532.27	613.03	41,766	41,724	41,804	43,766	44,739	42,922
EDUCATION MEDIA GENERALIST	1,809,181	5.86	32.06	47,298	50,708	46,675	47,710	51,509	47,016
COUNSELOR	4,285,400	20.21	68.87	46,219	46,474	46,144	48,107	49,438	47,717
PSYCHOLOGICAL EXAMINER	964,139	10.57	7.85	51,127	52,290	49,561	52,342	53,881	50,269
SCHOOL PSYCHOLOGIST	-	-	-	-	-	-	-	-	-
SPEECH/LANGUAGE PATHOLOGIST	1,421,500	1.00	26.27	50,938	59,224	50,622	52,127	59,224	51,857
AUDIOLOGIST	-	-	-	-	-	-	-	-	-
SCHOOL SOCIAL WORKER	210,239	0.28	4.82	40,752	53,607	40,005	41,223	53,607	40,504
SCHOOL NURSE	317,515	-	8.78	35,893	-	35,893	36,163	-	36,163
OCCUPATIONAL/PHYSICAL THERAPIST	-	-	-	-	-	-	-	-	-
TOTALS	\$ 120,692,900	841.39	1,811.73						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$ 5,102,113	42.91	26.55	\$ 71,698	\$ 77,722	\$ 61,962	\$ 73,454	\$ 79,481	\$ 63,714
SCHOOL ADMINISTRATION	7,750,496	85.78	27.31	67,408	68,465	64,088	68,534	69,681	64,931
STUDENT SERVICES	9,007,974	37.92	148.65	46,977	49,139	46,426	48,282	51,285	47,516
INSTRUCTIONAL SERVICES	98,832,317	674.78	1,609.22	42,081	41,631	42,270	43,272	44,234	42,868
TOTALS	\$ 120,692,900	841.39	1,811.73						

**CERTIFIED STAFF SALARIES**  
**SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (17 DISTRICTS)**  
**2007-2008**

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (18)									
SUPERINTENDENT	\$ 1,257,057	11.66	3.50	\$ 82,546	\$ 82,599	\$ 82,370	\$ 82,919	\$ 83,084	\$ 82,370
ASST. SUPERINTENDENT	-	-	-	-	-	-	-	-	-
DIRECTOR	371,241	4.43	1.61	54,265	50,388	64,932	61,464	58,487	69,655
SUPERVISOR/COORDINATOR	131,190	1.63	0.40	61,352	65,280	45,348	64,626	69,356	45,348
PRINCIPAL-ELEMENTARY	991,120	6.83	8.18	64,000	59,307	67,919	66,031	61,526	69,792
PRINCIPAL-SECONDARY	1,721,891	20.91	4.34	66,597	67,589	61,818	68,194	69,146	63,607
ASSISTANT PRINCIPAL	97,802	1.50	-	58,533	58,533	-	65,201	65,201	-
TEACHER-ELEMENTARY	15,494,400	44.80	322.25	41,358	43,534	41,055	42,213	45,285	41,786
TEACHER-SECONDARY	17,022,150	174.46	213.95	41,272	42,105	40,593	43,825	45,864	42,163
EDUCATION MEDIA GENERALIST	548,582	2.61	9.66	43,332	44,995	42,883	44,709	44,995	44,632
COUNSELOR	1,481,756	15.66	14.52	46,100	45,994	46,214	49,097	48,602	49,631
PSYCHOLOGICAL EXAMINER	33,193	0.38	-	87,350	87,350	-	87,350	87,350	-
SCHOOL PSYCHOLOGIST	66,034	1.25	-	48,827	48,827	-	52,827	52,827	-
SPEECH/LANGUAGE PATHOLOGIST	321,104	1.00	5.90	45,948	49,246	45,389	46,537	49,246	46,078
AUDIOLOGIST	-	-	-	-	-	-	-	-	-
SCHOOL SOCIAL WORKER	-	-	-	-	-	-	-	-	-
SCHOOL NURSE	50,099	-	1.37	36,569	-	36,569	36,569	-	36,569
OCCUPATIONAL/PHYSICAL THERAPIST	-	-	-	-	-	-	-	-	-
TOTALS	\$ 39,587,619	287.12	585.68						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$ 1,759,488	17.72	5.51	\$ 73,341	\$ 72,953	\$ 74,587	\$ 75,742	\$ 75,672	\$ 75,967
SCHOOL ADMINISTRATION	2,810,813	29.24	12.52	65,374	65,190	65,804	67,309	67,163	67,648
STUDENT SERVICES	2,500,768	20.90	31.45	45,546	46,946	44,616	47,770	49,140	46,860
INSTRUCTIONAL SERVICES	32,516,550	219.26	536.20	41,314	42,397	40,871	43,042	45,745	41,937
TOTALS	\$ 39,587,619	287.12	585.68						

**CERTIFIED STAFF SALARIES**

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (46 DISTRICTS)**

**2007-2008**

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (18)									
SUPERINTENDENT	\$ 2,174,487	21.63	5.58	\$78,996	\$79,989	\$75,148	\$79,915	\$80,474	\$77,747
ASST. SUPERINTENDENT	24,000	0.49	-	48,980	48,980	-	48,980	48,980	-
DIRECTOR	732,914	5.87	6.31	56,675	57,330	56,065	60,174	60,898	59,499
SUPERVISOR/COORDINATOR	150,327	1.58	0.84	56,012	60,048	48,420	62,119	61,968	62,402
PRINCIPAL-ELEMENTARY	1,272,737	9.71	9.04	66,273	67,893	64,533	67,879	68,518	67,193
PRINCIPAL-SECONDARY	1,782,306	21.15	5.70	65,214	65,216	65,206	66,380	66,527	65,836
ASSISTANT PRINCIPAL	118,039	1.93	-	60,140	60,140	-	61,160	61,160	-
TEACHER-ELEMENTARY	17,674,489	57.12	368.63	40,727	41,594	40,593	41,514	43,578	41,194
TEACHER-SECONDARY	21,161,913	232.96	254.22	41,179	42,173	40,268	43,438	45,231	41,795
EDUCATION MEDIA GENERALIST	596,323	2.70	10.43	44,707	49,606	43,439	45,417	51,310	43,891
COUNSELOR	1,562,417	13.47	20.10	44,270	45,750	43,279	46,542	48,883	44,973
PSYCHOLOGICAL EXAMINER	113,670	0.10	2.00	53,597	64,410	53,056	54,129	75,580	53,056
SCHOOL PSYCHOLOGIST	176,600	1.39	2.20	48,788	56,876	43,678	49,192	57,920	43,678
SPEECH/LANGUAGE PATHOLOGIST	401,604	-	8.29	48,401	-	48,401	48,444	-	48,444
AUDIOLOGIST	-	-	-	-	-	-	-	-	-
SCHOOL SOCIAL WORKER	-	-	-	-	-	-	-	-	-
SCHOOL NURSE	89,395	-	2.65	33,734	-	33,734	33,734	-	33,734
OCCUPATIONAL/PHYSICAL THERAPIST	49,376	-	1.00	49,376	-	49,376	49,376	-	49,376
TOTALS	\$ 48,080,597	370.10	696.99						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$ 3,081,728	29.57	12.73	\$70,906	\$73,911	\$63,926	\$72,854	\$75,078	\$67,689
SCHOOL ADMINISTRATION	3,173,082	32.79	14.74	65,426	65,710	64,794	66,760	66,801	66,668
STUDENT SERVICES	2,989,385	17.66	46.67	45,094	47,321	44,251	46,470	50,116	45,090
INSTRUCTIONAL SERVICES	38,836,402	290.08	622.85	40,968	42,059	40,460	42,540	44,905	41,439
TOTALS	\$ 48,080,597	370.10	696.99						

**CERTIFIED STAFF SALARIES**  
**CHARTER SCHOOLS (30 CHARTERS)**  
**2007-2008**

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (18)									
CHARTER ADMINISTRATOR	\$ 1,993,428	9.31	17.00	\$75,596	\$75,734	\$75,520	\$75,767	\$75,734	\$75,785
ASSISTANT ADMINISTRATOR	-	-	-	-	-	-	-	-	-
DIRECTOR	239,970	0.11	4.90	47,399	55,555	47,216	47,898	55,555	47,726
SUPERVISOR/COORDINATOR	263,003	-	5.90	43,221	-	43,221	44,577	-	44,577
PRINCIPAL-ELEMENTARY	-	-	-	-	-	-	-	-	-
PRINCIPAL-SECONDARY	35,000	0.50	-	70,000	70,000	-	70,000	70,000	-
ASSISTANT PRINCIPAL	88,820	1.00	0.50	59,213	63,300	51,040	59,213	63,300	51,040
TEACHER-ELEMENTARY	10,982,786	28.35	222.43	43,460	40,128	43,885	43,795	40,630	44,198
TEACHER-SECONDARY	9,458,258	75.78	126.69	45,805	48,569	44,152	46,714	49,930	44,791
EDUCATION MEDIA GENERALIST	-	-	-	-	-	-	-	-	-
COUNSELOR	500,655	2.30	7.83	48,929	52,155	47,982	49,423	52,155	48,620
PSYCHOLOGICAL EXAMINER	-	-	-	-	-	-	-	-	-
SCHOOL PSYCHOLOGIST	45,600	-	0.50	91,200	-	91,200	91,200	-	91,200
SPEECH/LANGUAGE PATHOLOGIST	9,500	-	0.30	31,667	-	31,667	31,667	-	31,667
AUDIOLOGIST	-	-	-	-	-	-	-	-	-
SCHOOL SOCIAL WORKER	-	-	-	-	-	-	-	-	-
SCHOOL NURSE	-	-	-	-	-	-	-	-	-
OCCUPATIONAL/PHYSICAL THERAPIST	-	-	-	-	-	-	-	-	-
TOTALS	\$ 23,617,020	117.35	386.05						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$ 2,496,401	9.42	27.80	\$66,668	\$75,498	\$63,676	\$67,071	\$75,498	\$64,216
SCHOOL ADMINISTRATION	123,820	1.50	0.50	61,910	65,533	51,040	61,910	65,533	51,040
STUDENT SERVICES	555,755	2.30	8.63	50,389	52,155	49,919	50,847	52,155	50,498
INSTRUCTIONAL SERVICES	20,441,044	104.13	349.12	44,508	46,271	43,982	45,099	47,398	44,413
TOTALS	\$ 23,617,020	117.35	386.05						

# ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT

## ACTIVITY GROUPS BY MEMBERSHIP SIZE

2007-2008

MEMBERSHIP SIZE (a)	STUDENT MEMBERSHIP (b)	STATE TOTAL (c)	ACTIVITY GROUPS (4) (d)	TOTAL SALARY W/EXTRA PAY (e)	EXPENDITURE PER STUDENT * (f)
DISTRICTS WITH 5,000 OR MORE	149,600	54.99%	DISTRICT ADMINISTRATION	\$13,968,687	\$93
			SCHOOL ADMINISTRATION	30,193,920	202
			STUDENT SERVICES	42,490,379	284
			INSTRUCTIONAL SERVICES	365,778,601	2,445
			<b>TOTAL CERTIFIED</b>	<b>\$452,431,587</b>	<b>\$3,024</b>
DISTRICTS WITH 2,500 - 4,999	49,260	18.11%	DISTRICT ADMINISTRATION	\$4,807,626	\$98
			SCHOOL ADMINISTRATION	10,024,008	203
			STUDENT SERVICES	10,524,099	214
			INSTRUCTIONAL SERVICES	123,976,527	2,517
			<b>TOTAL CERTIFIED</b>	<b>\$149,332,260</b>	<b>\$3,032</b>
DISTRICTS WITH 1,000 - 2,499	38,724	14.23%	DISTRICT ADMINISTRATION	\$5,102,113	\$124
			SCHOOL ADMINISTRATION	7,750,496	189
			STUDENT SERVICES	9,007,974	219
			INSTRUCTIONAL SERVICES	98,832,317	2,405
			<b>TOTAL CERTIFIED</b>	<b>\$120,692,900</b>	<b>\$2,937</b>
DISTRICTS WITH 500 - 999	12,301	4.52%	DISTRICT ADMINISTRATION	\$1,759,488	\$143
			SCHOOL ADMINISTRATION	2,810,813	229
			STUDENT SERVICES	2,500,768	203
			INSTRUCTIONAL SERVICES	32,516,550	2,643
			<b>TOTAL CERTIFIED</b>	<b>\$39,587,619</b>	<b>\$3,218</b>
DISTRICTS WITH 1 - 499	11,405	4.19%	DISTRICT ADMINISTRATION	\$3,081,728	\$202
			SCHOOL ADMINISTRATION	3,173,082	208
			STUDENT SERVICES	2,989,385	196
			INSTRUCTIONAL SERVICES	38,836,402	2,546
			<b>TOTAL CERTIFIED</b>	<b>\$48,080,597</b>	<b>\$3,152</b>
CHARTER SCHOOLS	10,768	3.96%	CHARTER ADMINISTRATION	\$2,496,401	\$232
			SCHOOL ADMINISTRATION	123,820	11
			STUDENT SERVICES	555,755	52
			INSTRUCTIONAL SERVICES	20,441,044	1,898
			<b>TOTAL CERTIFIED</b>	<b>\$23,617,020</b>	<b>\$2,193</b>
STATEWIDE	272,058	100.00%	DISTRICT/CHARTER ADMIN	\$31,216,043	\$115
			SCHOOL ADMINISTRATION	54,076,139	199
			STUDENT SERVICES	68,068,360	250
			INSTRUCTIONAL SERVICES	680,381,441	2,501
				<b>\$833,741,983</b>	<b>\$3,065</b>

\* Based on total salary with extra pay in each activity group divided by the student membership.

**EXPERIENCE LEVELS OF CERTIFIED STAFF**  
**FOR ALL ACTIVITY CLASSIFICATION GROUPS**  
**(Numbers Based on FTE Employee Count)**

\*\*\* STATEWIDE SUMMARY \*\*\*

**2007-2008**

ACTIVITY	0-1 YEARS (a)	2-5 YEARS (b)	6-10 YEARS (c)	11-15 YEARS (d)	16-20 YEARS (e)	21-30 YEARS (f)	31 + YEARS (g)	TOTAL STAFF (h)
<b>CLASSIFICATIONS (18)</b>								
SUPERINTENDENT/ADMINISTRATOR	4.00	1.50	5.83	8.15	16.56	43.75	40.58	120.37
ASST SUPERINTENDENT/ADMINISTRATOR	-	-	-	1.00	2.00	6.00	3.18	12.18
DIRECTOR	1.38	3.40	20.17	26.39	23.80	51.85	33.88	160.87
SUPERVISOR/COORDINATOR	1.20	2.62	15.07	15.88	12.81	29.82	26.96	104.36
PRINCIPAL-ELEMENTARY	-	5.30	32.82	46.00	62.18	97.86	52.86	297.02
PRINCIPAL-SECONDARY	1.00	4.04	26.61	47.41	38.53	79.07	34.34	231.00
ASSISTANT PRINCIPAL	-	10.87	56.53	59.56	24.16	39.78	20.82	211.72
TEACHER-ELEMENTARY	926.04	1,294.18	1,446.14	1,138.50	1,134.34	1,455.48	477.18	7,871.86
TEACHER-SECONDARY	763.31	1,171.61	1,382.54	1,179.81	971.02	1,201.84	469.00	7,139.13
EDUCATION MEDIA GENERALIST	3.00	7.32	23.53	19.06	36.13	44.67	23.97	157.68
COUNSELOR	57.25	94.05	121.27	89.89	72.53	129.04	48.45	612.48
PSYCHOLOGICAL EXAMINER	-	0.10	1.00	1.00	2.00	0.38	1.00	5.48
SCHOOL PSYCHOLOGIST	13.00	22.20	30.15	26.17	20.48	26.84	12.17	151.01
SPEECH/LANGUAGE PATHOLOGIST	13.93	23.50	28.71	37.35	26.00	52.92	15.72	198.13
AUDIOLOGIST	-	1.70	-	0.40	1.00	-	1.50	4.60
SCHOOL SOCIAL WORKER	4.00	10.00	10.82	2.50	8.00	8.28	3.00	46.60
SCHOOL NURSE	26.72	19.50	22.25	26.00	11.77	11.00	1.00	118.24
OCCUPATIONAL/PHYSICAL THERAPIST	7.45	9.41	8.33	4.80	3.90	2.60	-	36.49
<b>TOTALS</b>	<b>1,822.28</b>	<b>2,681.30</b>	<b>3,231.77</b>	<b>2,729.87</b>	<b>2,467.21</b>	<b>3,281.18</b>	<b>1,265.61</b>	<b>17,479.22</b>
<b>ACTIVITY GROUPS (4)</b>								
DISTRICT/CHARTER ADMINISTRATION	6.58	7.52	41.07	51.42	55.17	131.42	104.60	397.78
SCHOOL ADMINISTRATION	1.00	20.21	115.96	152.97	124.87	216.71	108.02	739.74
STUDENT SERVICES	125.35	187.78	246.06	207.17	181.81	275.73	106.81	1,330.71
INSTRUCTIONAL SERVICES	1,689.35	2,465.79	2,828.68	2,318.31	2,105.36	2,657.32	946.18	15,010.99
<b>TOTALS</b>	<b>1,822.28</b>	<b>2,681.30</b>	<b>3,231.77</b>	<b>2,729.87</b>	<b>2,467.21</b>	<b>3,281.18</b>	<b>1,265.61</b>	<b>17,479.22</b>
<b>PERCENTAGES</b>	<b>10.43%</b>	<b>15.33%</b>	<b>18.49%</b>	<b>15.62%</b>	<b>14.12%</b>	<b>18.77%</b>	<b>7.24%</b>	<b>100.00%</b>

Experience includes the combined total experience in education for in-state, out-of-state, public, and non-public school service.



**AGE LEVELS OF CERTIFIED STAFF**  
**FOR ALL ACTIVITY CLASSIFICATION GROUPS**  
**(Numbers Based on FTE Employee Count)**

\*\*\* STATEWIDE SUMMARY \*\*\*

**2007-2008**

ACTIVITY	21-25 YEARS (a)	26-30 YEARS (b)	31-35 YEARS (c)	36-40 YEARS (d)	41-45 YEARS (e)	46-50 YEARS (f)	51-55 YEARS (g)	56-60 YEARS (h)	Over 60 YEARS (i)	TOTAL STAFF (j)
<b>CLASSIFICATIONS (18)</b>										
SUPERINTENDENT/ADMINISTRATOR	-	-	1.33	5.00	11.00	15.78	35.58	30.51	21.17	120.37
ASST SUPERINTENDENT/ADMINISTRATOR	-	-	-	1.00	-	2.00	5.00	3.18	1.00	12.18
DIRECTOR	0.14	1.63	8.00	19.71	16.58	17.28	50.48	37.75	9.30	160.87
SUPERVISOR/COORDINATOR	0.20	0.71	6.92	9.13	14.05	10.37	30.21	25.00	7.77	104.36
PRINCIPAL-ELEMENTARY	-	3.52	21.32	40.28	46.51	48.54	59.56	65.80	11.49	297.02
PRINCIPAL-SECONDARY	-	3.38	12.49	37.77	35.31	53.04	44.92	37.96	6.13	231.00
ASSISTANT PRINCIPAL	-	8.32	40.58	44.50	34.86	23.89	33.28	19.29	7.00	211.72
TEACHER-ELEMENTARY	503.38	849.88	850.30	927.73	910.69	1,091.84	1,290.68	1,142.08	305.28	7,871.86
TEACHER-SECONDARY	289.04	790.34	875.65	990.04	862.47	977.33	1,089.77	965.39	299.10	7,139.13
EDUCATION MEDIA GENERALIST	1.00	0.42	7.60	3.92	13.78	23.54	32.47	52.67	22.28	157.68
COUNSELOR	7.00	43.99	79.00	76.34	59.11	98.10	119.98	94.32	34.64	612.48
PSYCHOLOGICAL EXAMINER	-	-	1.00	-	-	1.00	0.10	3.38	-	5.48
SCHOOL PSYCHOLOGIST	-	14.60	14.70	23.27	16.96	20.40	23.92	25.90	11.26	151.01
SPEECH/LANGUAGE PATHOLOGIST	0.50	12.69	7.64	27.70	19.96	41.48	51.24	31.47	5.45	198.13
AUDIOLOGIST	-	-	0.70	-	-	1.00	0.40	2.50	-	4.60
SCHOOL SOCIAL WORKER	-	7.00	3.00	5.50	4.82	10.00	7.00	7.00	2.28	46.60
SCHOOL NURSE	1.78	4.17	8.21	10.41	17.39	24.50	28.81	17.97	5.00	118.24
OCCUPATIONAL/PHYSICAL THERAPIST	-	3.25	4.96	8.40	6.98	6.90	4.00	2.00	-	36.49
<b>TOTALS</b>	<b>803.04</b>	<b>1,743.90</b>	<b>1,943.40</b>	<b>2,230.70</b>	<b>2,070.47</b>	<b>2,466.99</b>	<b>2,907.40</b>	<b>2,564.17</b>	<b>749.15</b>	<b>17,479.22</b>
<b>ACTIVITY GROUPS (4)</b>										
DISTRICT/CHARTER ADMINISTRATION	0.34	2.34	16.25	34.84	41.63	45.43	121.27	96.44	39.24	397.78
SCHOOL ADMINISTRATION	-	15.22	74.39	122.55	116.68	125.47	137.76	123.05	24.62	739.74
STUDENT SERVICES	10.28	86.12	126.81	155.54	139.00	226.92	267.92	237.21	80.91	1,330.71
INSTRUCTIONAL SERVICES	792.42	1,640.22	1,725.95	1,917.77	1,773.16	2,069.17	2,380.45	2,107.47	604.38	15,010.99
<b>TOTALS</b>	<b>803.04</b>	<b>1,743.90</b>	<b>1,943.40</b>	<b>2,230.70</b>	<b>2,070.47</b>	<b>2,466.99</b>	<b>2,907.40</b>	<b>2,564.17</b>	<b>749.15</b>	<b>17,479.22</b>
<b>PERCENTAGES</b>	<b>4.59%</b>	<b>9.98%</b>	<b>11.12%</b>	<b>12.75%</b>	<b>11.85%</b>	<b>14.12%</b>	<b>16.63%</b>	<b>14.67%</b>	<b>4.29%</b>	<b>100.00%</b>

NOTE: The median age group for all certified employees is 46-50 years.

# EDUCATION LEVELS OF CERTIFIED STAFF

## BY ACTIVITY AND GROUP CLASSIFICATION (Numbers Based on FTE Employee Count)

### \*\*\* STATEWIDE SUMMARY \*\*\*

2007-2008

ACTIVITY	NO DEGREE (a)	ASSOC. (b)	OS * (c)	BA/BS (d)	MA/MS (e)	6-YEARS (f)	PhD/EdD (g)	TOTAL (h)
<b>CLASSIFICATIONS (18)</b>								
SUPERINTENDENT/ADMINISTRATOR	-	-	-	7.50	38.41	44.59	29.87	120.37
ASST SUPERINTENDENT/ADMINISTRATOR	-	-	-	-	4.00	2.69	5.49	12.18
DIRECTOR	-	-	1.00	50.36	75.26	25.27	8.98	160.87
SUPERVISOR/COORDINATOR	-	1.12	-	31.13	54.78	10.30	7.03	104.36
PRINCIPAL-ELEMENTARY	-	-	-	54.89	189.21	44.92	8.00	297.02
PRINCIPAL-SECONDARY	-	-	-	50.60	143.78	28.62	8.00	231.00
ASSISTANT PRINCIPAL	-	-	-	56.66	130.07	17.99	7.00	211.72
TEACHER-ELEMENTARY	1.07	2.77	3.13	6,332.03	1,491.29	26.69	14.88	7,871.86
TEACHER-SECONDARY	4.00	67.54	8.71	5,312.66	1,683.43	27.98	34.81	7,139.13
EDUCATION MEDIA GENERALIST	-	-	-	96.87	58.80	0.87	1.14	157.68
COUNSELOR	-	-	1.00	131.09	442.42	33.97	4.00	612.48
PSYCHOLOGICAL EXAMINER	-	-	-	1.00	1.00	3.10	0.38	5.48
SCHOOL PSYCHOLOGIST	-	-	-	9.00	53.50	78.51	10.00	151.01
SPEECH/LANGUAGE PATHOLOGIST	-	-	-	28.23	165.90	2.00	2.00	198.13
AUDIOLOGIST	-	-	-	-	4.60	-	-	4.60
SCHOOL SOCIAL WORKER	-	-	-	7.00	39.60	-	-	46.60
SCHOOL NURSE	-	3.50	4.71	91.82	18.21	-	-	118.24
OCCUPATIONAL/PHYSICAL THERAPIST	-	-	-	21.53	13.96	-	1.00	36.49
<b>TOTALS</b>	<b>5.07</b>	<b>74.93</b>	<b>18.55</b>	<b>12,282.37</b>	<b>4,608.22</b>	<b>347.50</b>	<b>142.58</b>	<b>17,479.22</b>
<b>ACTIVITY GROUPS (4)</b>								
DISTRICT/CHARTER ADMINISTRATION	-	1.12	1.00	88.99	172.45	82.85	51.37	397.78
SCHOOL ADMINISTRATION	-	-	-	162.15	463.06	91.53	23.00	739.74
STUDENT SERVICES	-	3.50	5.71	386.54	797.99	118.45	18.52	1,330.71
INSTRUCTIONAL SERVICES	5.07	70.31	11.84	11,644.69	3,174.72	54.67	49.69	15,010.99
<b>TOTALS</b>	<b>5.07</b>	<b>74.93</b>	<b>18.55</b>	<b>12,282.37</b>	<b>4,608.22</b>	<b>347.50</b>	<b>142.58</b>	<b>17,479.22</b>
<b>PERCENTAGES</b>	<b>0.03%</b>	<b>0.43%</b>	<b>0.11%</b>	<b>70.27%</b>	<b>26.36%</b>	<b>1.98%</b>	<b>0.82%</b>	<b>100.00%</b>

NOTE: Personnel holding less than a bachelor's degree are occupational specialists or those individuals with approved waivers

\* For state funding purposes, instructional staff holding only the occupational specialist certificate are treated the same as having a bachelor's degree, allowing advancement on the experience and education multiplier table.

# NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE

## BY ACTIVITY AND GROUP CLASSIFICATION (Numbers Based on FTE Employee Count)

\*\*\* STATEWIDE SUMMARY \*\*\*

2007-2008

ACTIVITY	BOISE STATE (a)	IDAHO STATE (b)	UNIV. OF IDAHO (c)	ALBERTSON COLLEGE (d)	OTHER IDAHO (e)	NON- IDAHO (f)	TOTAL EMPLOYEES (g)	% DEGREES RECEIVED IN IDAHO
<b>CLASSIFICATIONS (18)</b>								
SUPERINTENDENT/ADMINISTRATOR	6.3	22.9	41.3	4.4	3.8	41.7	120.4	65.37%
ASST SUPERINTENDENT/ADMINISTRATOR	1.0	2.0	4.7	-	-	4.5	12.2	63.11%
DIRECTOR	21.5	31.6	43.6	5.3	10.1	48.8	160.9	69.67%
SUPERVISOR/COORDINATOR	17.2	16.5	24.8	2.5	7.8	35.6	104.4	65.90%
PRINCIPAL-ELEMENTARY	20.2	71.0	81.8	16.1	25.7	82.2	297.0	72.32%
PRINCIPAL-SECONDARY	9.3	51.1	69.6	12.9	14.3	73.8	231.0	68.05%
ASSISTANT PRINCIPAL	17.5	38.2	76.4	6.5	14.6	58.4	211.6	72.40%
TEACHER-ELEMENTARY	1,487.9	1,240.4	957.9	157.3	855.9	3,172.5	7,871.9	59.70%
TEACHER-SECONDARY	1,178.0	1,190.2	1,147.7	127.7	552.8	2,942.7	7,139.1	58.78%
EDUCATION MEDIA GENERALIST	26.5	30.8	17.7	5.8	6.6	70.3	157.7	55.42%
COUNSELOR	75.9	81.5	89.9	66.7	83.3	215.2	612.5	64.87%
PSYCHOLOGICAL EXAMINER	-	1.0	2.1	1.0	-	1.4	5.5	74.55%
SCHOOL PSYCHOLOGIST	2.0	38.3	47.8	3.0	1.7	58.2	151.0	61.46%
SPEECH/LANGUAGE PATHOLOGIST	1.9	84.4	3.4	2.0	5.6	100.8	198.1	49.12%
AUDIOLOGIST	-	2.5	-	-	-	2.1	4.6	54.35%
SCHOOL SOCIAL WORKER	6.8	-	3.0	-	-	36.8	46.6	21.03%
SCHOOL NURSE	27.4	10.1	4.7	2.0	15.4	58.6	118.2	50.42%
OCCUPATIONAL/PHYSICAL THERAPIST	-	2.3	2.3	-	2.6	29.3	36.5	19.73%
<b>TOTALS</b>	<b>2,899.4</b>	<b>2,914.8</b>	<b>2,618.7</b>	<b>413.2</b>	<b>1,600.2</b>	<b>7,032.9</b>	<b>17,479.2</b>	<b>59.76%</b>
<b>ACTIVITY GROUPS (4)</b>								
DISTRICT/CHARTER ADMINISTRATION	46.0	73.0	114.4	12.2	21.7	130.6	397.9	67.18%
SCHOOL ADMINISTRATION	47.0	160.3	227.8	35.5	54.6	214.4	739.6	71.01%
STUDENT SERVICES	140.5	250.9	170.9	80.5	115.2	572.7	1,330.7	56.96%
INSTRUCTIONAL SERVICES	2,665.9	2,430.6	2,105.6	285.0	1,408.7	6,115.2	15,011.0	59.26%
<b>TOTALS</b>	<b>2,899.4</b>	<b>2,914.8</b>	<b>2,618.7</b>	<b>413.2</b>	<b>1,600.2</b>	<b>7,032.9</b>	<b>17,479.2</b>	<b>59.76%</b>
<b>PERCENTAGES</b>	<b>16.59%</b>	<b>16.68%</b>	<b>14.98%</b>	<b>2.36%</b>	<b>9.15%</b>	<b>40.24%</b>	<b>100.00%</b>	

**ETHNIC AND GENDER CATEGORIES OF CERTIFIED STAFF  
(Numbers Based on Actual Employee Count)**

**\*\*\*STATEWIDE SUMMARY\*\*\***

**2007-2008**

ACTIVITY	WHITE		BLACK		HISPANIC		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		TOTAL	
	MEN (a)	WOMEN (b)	MEN (c)	WOMEN (d)	MEN (e)	WOMEN (f)	MEN (g)	WOMEN (h)	MEN (i)	WOMEN (j)	MEN (k)	WOMEN (l)
<b>CLASSIFICATIONS (18)</b>												
SUPERINTENDENT/ADMINISTRATOR	101	39	-	-	-	-	1	-	-	-	102	39
ASST SUPERINTENDENT/ADMINISTRATOR	10	4	-	-	-	-	-	-	-	-	10	4
DIRECTOR	128	101	-	-	3	1	1	1	-	-	132	103
SUPERVISOR/COORDINATOR	58	78	-	1	2	1	-	-	-	2	60	82
PRINCIPAL-ELEMENTARY	154	168	-	-	1	4	-	-	-	-	155	172
PRINCIPAL-SECONDARY	193	59	-	-	1	-	2	-	1	-	197	59
ASSISTANT PRINCIPAL	140	84	2	-	2	-	-	2	-	-	144	86
TEACHER-ELEMENTARY	1,153	7,402	1	5	17	103	3	39	1	17	1,175	7,566
TEACHER-SECONDARY	3,325	4,310	6	1	38	56	17	19	7	7	3,393	4,393
EDUCATION MEDIA GENERALIST	27	154	-	-	-	1	-	2	-	1	27	158
COUNSELOR	167	471	-	-	4	6	3	2	2	2	176	481
PSYCHOLOGICAL EXAMINER	3	3	-	-	-	1	-	-	-	-	3	4
SCHOOL PSYCHOLOGIST	58	110	-	-	1	2	-	-	-	-	59	112
SPEECH/LANGUAGE PATHOLOGIST	7	217	-	-	-	2	-	2	-	-	7	221
AUDIOLOGIST	4	2	-	-	-	-	-	-	-	-	4	2
SCHOOL SOCIAL WORKER	6	39	-	-	1	-	-	-	1	1	8	40
SCHOOL NURSE	-	130	-	-	-	2	-	-	-	1	-	133
OCCUPATIONAL/PHYSICAL THERAPIST	4	37	-	-	-	1	-	-	-	-	4	38
<b>TOTALS</b>	<b>5,538</b>	<b>13,408</b>	<b>9</b>	<b>7</b>	<b>70</b>	<b>180</b>	<b>27</b>	<b>67</b>	<b>12</b>	<b>31</b>	<b>5,656</b>	<b>13,693</b>
<b>ACTIVITY GROUPS (4)</b>												
DISTRICT/CHARTER ADMINISTRATION	297	222	-	1	5	2	2	1	-	2	304	228
SCHOOL ADMINISTRATION	487	311	2	-	4	4	2	2	1	-	496	317
STUDENT SERVICES	276	1,163	-	-	6	15	3	6	3	5	288	1,189
INSTRUCTIONAL SERVICES	4,478	11,712	7	6	55	159	20	58	8	24	4,568	11,959
<b>TOTALS</b>	<b>5,538</b>	<b>13,408</b>	<b>9</b>	<b>7</b>	<b>70</b>	<b>180</b>	<b>27</b>	<b>67</b>	<b>12</b>	<b>31</b>	<b>5,656</b>	<b>13,693</b>
<b>PERCENTAGES</b>	<b>28.61%</b>	<b>69.30%</b>	<b>0.05%</b>	<b>0.04%</b>	<b>0.36%</b>	<b>0.93%</b>	<b>0.14%</b>	<b>0.35%</b>	<b>0.06%</b>	<b>0.16%</b>	<b>29.23%</b>	<b>70.77%</b>

## CERTIFIED STAFF TURNOVER

### BY SCHOOL DISTRICT MEMBERSHIP SIZE (Numbers Based on Actual Employee Count)

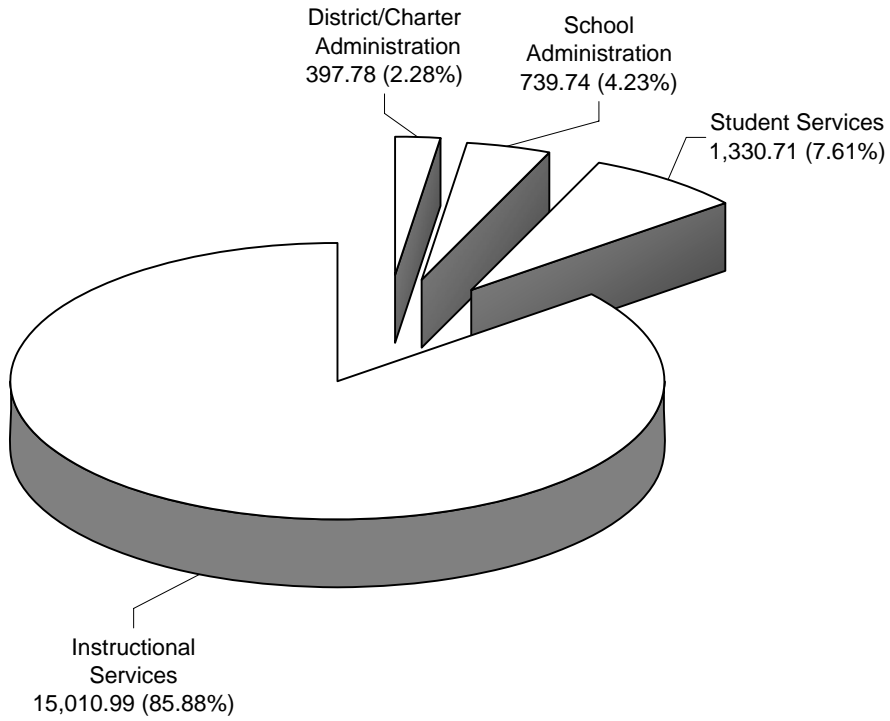
**2007-2008**

DISTRICT SIZE	NUMBER AND % ALL REASONS COMBINED					
	TOTAL		MEN		WOMEN	
	NUMBER (a)	PERCENT (b)	NUMBER (c)	PERCENT (d)	NUMBER (e)	PERCENT (f)
5,000 OR MORE	991	47.5%	252	12.1%	739	35.4%
2,500-4,999	362	17.3%	104	4.9%	258	12.4%
1,000-2,499	357	17.1%	114	5.5%	243	11.6%
500-999	124	5.9%	39	1.8%	85	4.1%
1-499	167	8.0%	71	3.4%	96	4.6%
Charters	87	4.2%	18	0.9%	69	3.3%
<b>TOTALS</b>	<b>2,088</b>	<b>100.0%</b>	<b>598</b>	<b>28.6%</b>	<b>1,490</b>	<b>71.4%</b>

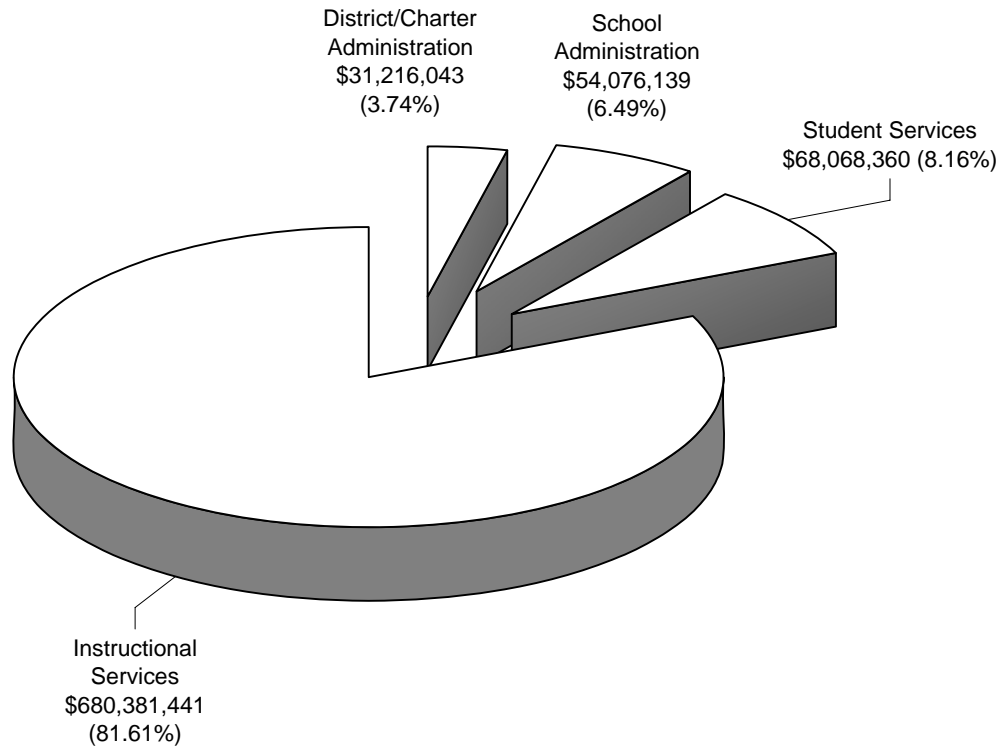
DISTRICT SIZE	WORK IN OTHER IDAHO DISTRICT		WORK IN OUT-OF-STATE SCHOOL		LEAVING PROFESSION		RETURN TO SCHOOL		TRANSFER OF SPOUSE		RETIREMENT		DEATH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 OR MORE	192	9.3%	61	2.9%	78	3.7%	4	.2%	24	1.1%	160	7.7%	6	.3%
2,500-4,999	97	4.6%	37	1.8%	9	.4%	2	.1%	11	.5%	73	3.5%	3	.1%
1,000-2,499	107	5.1%	36	1.7%	23	1.1%	8	.4%	15	.7%	61	2.9%	2	.1%
500-999	38	1.8%	19	.9%	3	.2%	2	.1%	0	.0%	24	1.1%	2	.1%
1-499	59	2.8%	17	.8%	14	.7%	2	.1%	2	.1%	25	1.2%	1	.1%
Charters	40	1.9%	16	.8%	7	.3%	0	.0%	1	.1%	4	.2%	0	.0%
<b>STATEWIDE</b>	<b>533</b>	<b>25.5%</b>	<b>186</b>	<b>8.9%</b>	<b>134</b>	<b>6.4%</b>	<b>18</b>	<b>.9%</b>	<b>53</b>	<b>2.5%</b>	<b>347</b>	<b>16.6%</b>	<b>14</b>	<b>.7%</b>

DISTRICT SIZE	STAFF REDUCTION		PERSONAL REASONS		INVOLUNTARY TERMINATION		LEAVE OF ABSENCE		FAMILY LEAVE		MILITARY		EARLY RETIREMENT	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 OR MORE	19	.9%	204	9.8%	35	1.7%	90	4.3%	0	.0%	1	.0%	117	5.6%
2,500-4,999	4	.2%	60	2.9%	10	.5%	15	.7%	1	.1%	0	.0%	40	1.9%
1,000-2,499	4	.2%	39	1.9%	14	.7%	8	.4%	1	.0%	0	.0%	39	1.9%
500-999	1	.0%	22	1.1%	0	.0%	6	.3%	0	.0%	0	.0%	7	.3%
1-499	2	.1%	20	.9%	4	.2%	5	.2%	1	.1%	2	.1%	13	.6%
Charters	1	.1%	15	.7%	1	.0%	0	.0%	1	.0%	0	.0%	1	.1%
<b>STATEWIDE</b>	<b>31</b>	<b>1.5%</b>	<b>360</b>	<b>17.3%</b>	<b>64</b>	<b>3.1%</b>	<b>124</b>	<b>5.9%</b>	<b>4</b>	<b>.2%</b>	<b>3</b>	<b>.1%</b>	<b>217</b>	<b>10.4%</b>

## CERTIFIED STAFF FTE 2007-2008



## CERTIFIED STAFF SALARIES 2007-2008



\*\*\*\*\*

**NON-CERTIFIED  
DISTRICTS &  
CHARTERS  
STAFF  
TABLES**

\*\*\*\*\*

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES  
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

**\*\*\* STATEWIDE SUMMARY \*\*\***

**2007-2008**

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/Clerk	36	90	126	31.40	80.00	111.40
Clerk - Board Of Trustees	2	48	50	0.30	30.40	30.70
Office Support Personnel - District/Charter	24	390	414	18.50	323.50	342.10
Office Support Personnel - Building	10	1,319	1,329	5.40	932.60	938.10
Personnel Services	4	58	62	3.60	50.20	53.80
Custodial Personnel	1,009	762	1,771	882.30	605.50	1,487.80
Child Nutrition - Supervisor	4	95	99	3.50	68.50	72.00
Child Nutrition - Manager	4	313	317	2.90	191.90	194.90
Child Nutrition - Food Preparation	36	1,472	1,508	14.90	707.90	722.90
Child Nutrition - Other	44	291	335	22.50	118.70	141.30
Building/Ground Maintenance Personnel	526	41	567	473.80	21.40	495.20
Instructional Assistant - Regular Ed	81	1,276	1,357	36.60	541.40	578.00
Instructional Assistant - Special Ed	210	2,968	3,178	120.40	1,627.30	1,747.80
Instructional Assistant - Title I	15	765	780	7.00	365.90	372.90
Instructional Assistant - LEP/Migrant	15	266	281	8.30	128.00	136.30
Instructional Assistant - Technology	27	81	108	21.10	44.50	65.60
Related Services Assistant, Special Ed	25	255	280	15.60	144.90	160.60
Library Assistant	6	496	502	2.30	287.70	290.00
Transportation - Supervisor	59	25	84	45.30	17.00	62.30
Transportation - Dispatcher/Secretary	2	47	49	1.60	28.20	29.90
Transportation - School Bus Mechanic	90	7	97	76.90	4.20	81.20
Transportation - School Bus Assistant	25	88	113	11.40	38.10	49.50
Transportation - School Bus Driver	606	869	1,475	302.90	420.40	723.40
Transportation - School Bus Monitor	9	57	66	4.00	25.50	29.50
Transportation - School Bus Driver Trainer	7	12	19	4.70	5.80	10.60
Safe Environment Personnel	130	925	1,055	63.00	319.90	383.00
Athletic/Physical Education Assistant	419	360	779	43.40	36.00	79.50
Other Special Project Personnel	8	73	81	3.40	30.70	34.10
IT (Technology)/Data Analysis Personnel	42	21	63	36.70	17.10	53.80
Computer Technology Technician	133	89	222	119.50	62.00	181.50
<b>TOTALS</b>	<b>3,608</b>	<b>13,559</b>	<b>17,167</b>	<b>2,384.40</b>	<b>7,276.50</b>	<b>9,660.90</b>

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/Clerk	\$ 33.66	\$ 23.34	\$ 26.29	\$ 60,804	\$ 41,670	\$ 47,137	\$ 5,939,237
Clerk - Board Of Trustees	26.00	17.76	18.09	7,930	22,415	21,836	1,091,785
Office Support Personnel - District/Charter	16.51	15.74	15.78	27,993	27,475	27,505	11,387,258
Office Support Personnel - Building	12.56	13.05	13.04	16,075	19,238	19,214	25,535,666
Personnel Services	28.32	19.97	20.51	53,515	35,880	37,017	2,295,083
Custodial Personnel	12.29	10.90	11.69	22,481	18,165	20,624	36,525,448
Child Nutrition - Supervisor	22.77	17.15	17.37	42,799	26,713	27,363	2,708,958
Child Nutrition - Manager	12.69	12.13	12.14	18,739	15,632	15,672	4,967,890
Child Nutrition - Food Preparation	9.02	9.83	9.81	8,026	9,948	9,902	14,932,787
Child Nutrition - Other	11.25	10.05	10.21	12,771	9,028	9,520	3,189,099
Building/Ground Maintenance Personnel	16.75	13.04	16.48	31,743	15,042	30,536	17,313,734
Instructional Assistant - Regular Ed	11.52	10.70	10.75	10,618	9,262	9,343	12,678,227
Instructional Assistant - Special Ed	10.97	10.90	10.91	13,158	12,379	12,430	39,504,060
Instructional Assistant - Title I	10.59	10.45	10.45	10,203	10,421	10,417	8,125,089
Instructional Assistant - LEP/Migrant	14.56	13.00	13.08	13,099	11,241	11,340	3,186,582
Instructional Assistant - Technology	18.73	12.50	14.06	32,824	14,588	19,147	2,067,909
Related Services Assistant, Special Ed	17.89	14.10	14.44	23,880	16,955	17,573	4,920,479
Library Assistant	11.49	11.32	11.32	8,930	13,766	13,708	6,881,537
Transportation - Supervisor	21.50	20.70	21.26	34,908	29,714	33,362	2,802,414
Transportation - Dispatcher/Secretary	14.99	13.27	13.34	26,085	17,064	17,432	854,162
Transportation - School Bus Mechanic	17.53	16.78	17.48	31,189	22,169	30,538	2,962,195
Transportation - School Bus Assistant	11.43	10.58	10.77	11,582	9,105	9,653	1,090,744
Transportation - School Bus Driver	13.81	14.18	14.03	13,598	13,641	13,623	20,094,375
Transportation - School Bus Monitor	9.88	9.87	9.87	9,294	9,231	9,239	609,799
Transportation - School Bus Driver Trainer	16.65	12.68	14.14	23,328	13,692	17,242	327,599
Safe Environment Personnel	12.50	10.82	11.03	12,811	7,613	8,253	8,707,189
Athletic/Physical Education Assistant	14.50	13.01	13.81	2,808	2,337	2,590	2,017,931
Other Special Project Personnel	22.47	15.53	16.22	20,773	14,144	14,799	1,198,708
IT (Technology)/Data Analysis Personnel	27.34	23.21	25.96	48,905	39,816	45,876	2,890,165
Computer Technology Technician	20.12	16.33	18.60	37,635	24,506	32,372	7,186,556
<b>AVERAGES / TOTALS</b>	<b>\$ 14.45</b>	<b>\$ 11.79</b>	<b>\$ 12.35</b>	<b>\$ 20,233</b>	<b>\$ 13,348</b>	<b>\$ 14,795</b>	<b>\$ 253,992,665</b>

**NOTE:** Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of non-certified personnel

\* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.



**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES  
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE  
SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (13 DISTRICTS)**

**2007-2008**

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/Clerk	11	8	19	10.50	7.50	18.10
Clerk - Board Of Trustees	-	6	6	-	4.80	4.80
Office Support Personnel - District/Charter	18	209	227	14.10	184.00	198.20
Office Support Personnel - Building	4	658	662	2.70	476.20	479.00
Personnel Services	3	33	36	2.70	30.50	33.20
Custodial Personnel	574	298	872	528.20	271.20	799.50
Child Nutrition - Supervisor	2	16	18	2.00	13.80	15.80
Child Nutrition - Manager	2	158	160	1.20	98.70	99.90
Child Nutrition - Food Preparation	20	832	852	9.20	421.20	430.50
Child Nutrition - Other	23	117	140	16.30	58.60	74.90
Building/Ground Maintenance Personnel	269	6	275	261.60	5.50	267.20
Instructional Assistant - Regular Ed	38	623	661	18.40	265.30	283.80
Instructional Assistant - Special Ed	125	1,562	1,687	74.10	886.10	960.30
Instructional Assistant - Title I	7	253	260	3.40	123.60	127.10
Instructional Assistant - LEP/Migrant	8	108	116	4.30	56.80	61.10
Instructional Assistant - Technology	18	38	56	16.20	21.80	38.00
Related Services Assistant, Special Ed	19	168	187	11.90	96.60	108.50
Library Assistant	2	244	246	1.10	154.00	155.20
Transportation - Supervisor	6	5	11	5.00	4.60	9.60
Transportation - Dispatcher/Secretary	1	15	16	0.90	13.70	14.60
Transportation - School Bus Mechanic	28	2	30	27.20	2.00	29.20
Transportation - School Bus Assistant	14	50	64	7.50	25.60	33.20
Transportation - School Bus Driver	283	309	592	186.40	199.20	385.70
Transportation - School Bus Monitor	4	21	25	1.60	10.40	12.10
Transportation - School Bus Driver Trainer	3	4	7	2.50	3.30	5.90
Safe Environment Personnel	92	696	788	47.90	270.60	318.50
Athletic/Physical Education Assistant	148	136	284	11.90	12.60	24.50
Other Special Project Personnel	2	50	52	1.10	22.80	24.00
IT (Technology)/Data Analysis Personnel	23	14	37	21.40	12.90	34.40
Computer Technology Technician	59	56	115	55.70	42.50	98.20
<b>TOTALS</b>	<b>1,806</b>	<b>6,695</b>	<b>8,501</b>	<b>1,348.30</b>	<b>3,797.80</b>	<b>5,146.10</b>

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/Clerk	\$ 41.42	\$ 38.04	\$ 40.00	\$ 83,000	\$ 74,748	\$ 79,526	\$ 1,510,990
Clerk - Board Of Trustees	-	24.77	24.77	-	39,483	39,483	236,898
Office Support Personnel - District/Charter	17.51	16.02	16.14	30,239	29,682	29,726	6,747,849
Office Support Personnel - Building	15.50	13.16	13.18	24,309	20,108	20,133	13,328,088
Personnel Services	32.10	19.04	20.13	60,247	37,243	39,160	1,409,749
Custodial Personnel	12.46	11.21	12.04	24,168	21,574	23,282	20,301,623
Child Nutrition - Supervisor	26.99	24.45	24.73	56,129	45,256	46,464	836,354
Child Nutrition - Manager	14.02	12.42	12.44	17,759	16,336	16,353	2,616,542
Child Nutrition - Food Preparation	9.35	10.22	10.20	9,312	10,791	10,757	9,164,749
Child Nutrition - Other	12.45	11.01	11.24	18,209	12,253	13,232	1,852,426
Building/Ground Maintenance Personnel	17.32	18.39	17.34	35,250	34,393	35,231	9,688,653
Instructional Assistant - Regular Ed	11.26	10.58	10.62	10,748	9,009	9,109	6,021,324
Instructional Assistant - Special Ed	11.01	11.32	11.29	13,555	13,220	13,245	22,343,491
Instructional Assistant - Title I	9.31	11.13	11.08	9,704	11,373	11,329	2,945,413
Instructional Assistant - LEP/Migrant	15.46	15.09	15.11	12,602	12,774	12,762	1,480,361
Instructional Assistant - Technology	22.47	12.40	15.64	42,575	15,582	24,259	1,358,483
Related Services Assistant, Special Ed	17.38	14.67	14.94	23,217	17,737	18,294	3,420,929
Library Assistant	10.00	11.45	11.44	12,190	15,109	15,085	3,710,888
Transportation - Supervisor	25.07	30.36	27.47	44,729	58,596	51,032	561,355
Transportation - Dispatcher/Secretary	13.13	14.42	14.34	25,210	27,517	27,373	437,970
Transportation - School Bus Mechanic	18.50	19.90	18.60	37,635	41,382	37,885	1,136,539
Transportation - School Bus Assistant	11.36	10.15	10.42	14,100	10,589	11,357	726,856
Transportation - School Bus Driver	12.79	14.00	13.42	17,364	18,249	17,826	10,553,048
Transportation - School Bus Monitor	9.24	10.63	10.41	8,093	11,180	10,686	267,148
Transportation - School Bus Driver Trainer	17.54	14.35	15.72	30,876	25,457	27,780	194,457
Safe Environment Personnel	11.96	10.83	10.96	12,882	8,305	8,839	6,965,226
Athletic/Physical Education Assistant	17.31	14.48	15.95	2,535	2,482	2,509	712,694
Other Special Project Personnel	18.46	14.34	14.50	25,356	15,014	15,412	801,398
IT (Technology)/Data Analysis Personnel	28.92	25.59	27.66	53,576	46,925	51,060	1,889,203
Computer Technology Technician	20.33	16.62	18.52	40,082	27,560	33,984	3,908,177
<b>AVERAGES / TOTALS</b>	<b>\$ 14.48</b>	<b>\$ 11.97</b>	<b>\$ 12.51</b>	<b>\$ 22,779</b>	<b>\$ 14,338</b>	<b>\$ 16,131</b>	<b>\$137,128,881</b>

**NOTE:** Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of non-certified personnel

\* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES  
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE  
SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (13 DISTRICTS)**

**2007-2008**

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/Clerk	9	4	13	8.10	3.90	12.00
Clerk - Board Of Trustees	-	7	7	-	6.00	6.00
Office Support Personnel - District/Charter	3	73	76	2.30	62.90	65.20
Office Support Personnel - Building	2	248	250	0.90	175.10	176.10
Personnel Services	1	20	21	0.90	17.20	18.10
Custodial Personnel	187	169	356	161.40	135.30	296.70
Child Nutrition - Supervisor	1	10	11	0.60	8.60	9.30
Child Nutrition - Manager	-	61	61	-	37.50	37.50
Child Nutrition - Food Preparation	6	252	258	1.30	107.70	109.00
Child Nutrition - Other	13	88	101	5.40	35.90	41.30
Building/Ground Maintenance Personnel	90	5	95	83.30	4.90	88.20
Instructional Assistant - Regular Ed	12	222	234	5.30	107.10	112.50
Instructional Assistant - Special Ed	38	556	594	20.60	301.80	322.50
Instructional Assistant - Title I	-	182	182	-	84.70	84.70
Instructional Assistant - LEP/Migrant	1	50	51	0.60	26.90	27.50
Instructional Assistant - Technology	2	22	24	1.20	13.60	14.90
Related Services Assistant, Special Ed	3	39	42	1.90	22.00	24.00
Library Assistant	1	100	101	0.10	55.20	55.30
Transportation - Supervisor	7	6	13	6.60	5.20	11.80
Transportation - Dispatcher/Secretary	1	8	9	0.70	6.20	6.90
Transportation - School Bus Mechanic	21	1	22	20.30	0.10	20.50
Transportation - School Bus Assistant	3	18	21	1.10	7.10	8.20
Transportation - School Bus Driver	119	213	332	49.90	96.20	146.10
Transportation - School Bus Monitor	4	17	21	1.70	8.80	10.50
Transportation - School Bus Driver Trainer	2	4	6	1.50	1.50	3.10
Safe Environment Personnel	22	103	125	10.10	19.50	29.70
Athletic/Physical Education Assistant	37	41	78	5.30	2.90	8.20
Other Special Project Personnel	3	4	7	1.40	1.50	2.90
IT (Technology)/Data Analysis Personnel	8	2	10	7.20	1.70	8.90
Computer Technology Technician	30	11	41	26.90	7.20	34.20
<b>TOTALS</b>	<b>626</b>	<b>2,536</b>	<b>3,162</b>	<b>427.70</b>	<b>1,365.60</b>	<b>1,793.30</b>

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/Clerk	\$ 37.85	\$ 28.83	\$ 35.07	\$ 71,234	\$ 58,635	\$ 67,357	\$ 875,643
Clerk - Board Of Trustees	-	17.76	17.76	-	32,180	32,180	225,258
Office Support Personnel - District/Charter	16.20	16.76	16.74	27,016	29,070	28,989	2,203,145
Office Support Personnel - Building	14.23	13.33	13.34	14,422	19,480	19,439	4,859,866
Personnel Services	17.00	20.86	20.68	33,320	38,115	37,887	795,628
Custodial Personnel	12.17	11.18	11.70	21,726	18,703	20,291	7,223,501
Child Nutrition - Supervisor	19.87	18.53	18.65	28,613	33,461	33,020	363,224
Child Nutrition - Manager	-	12.27	12.27	-	15,846	15,846	966,580
Child Nutrition - Food Preparation	8.82	9.25	9.24	4,016	8,420	8,317	2,145,905
Child Nutrition - Other	10.00	9.09	9.21	9,890	8,091	8,323	840,589
Building/Ground Maintenance Personnel	16.51	13.46	16.35	32,672	27,681	32,409	3,078,886
Instructional Assistant - Regular Ed	10.78	11.35	11.32	10,817	11,649	11,606	2,715,834
Instructional Assistant - Special Ed	10.99	10.81	10.82	12,667	12,226	12,255	7,279,209
Instructional Assistant - Title I	-	9.85	9.85	-	9,679	9,679	1,761,622
Instructional Assistant - LEP/Migrant	15.42	12.29	12.35	19,429	13,316	13,436	685,234
Instructional Assistant - Technology	11.21	13.67	13.46	14,012	17,583	17,285	414,845
Related Services Assistant, Special Ed	25.72	13.57	14.44	36,459	16,245	17,689	742,938
Library Assistant	10.70	12.15	12.13	3,852	14,052	13,951	1,409,097
Transportation - Supervisor	26.40	17.53	22.31	51,207	31,929	42,309	550,020
Transportation - Dispatcher/Secretary	16.85	12.92	13.35	26,960	21,387	22,006	198,052
Transportation - School Bus Mechanic	17.77	14.31	17.61	35,989	5,295	34,594	761,066
Transportation - School Bus Assistant	11.32	10.19	10.35	9,067	8,348	8,451	177,461
Transportation - School Bus Driver	13.61	14.13	13.94	11,442	12,704	12,251	4,067,481
Transportation - School Bus Monitor	10.32	9.62	9.75	9,649	10,282	10,161	213,391
Transportation - School Bus Driver Trainer	15.02	12.39	13.26	24,427	10,194	14,938	89,628
Safe Environment Personnel	15.35	9.68	10.68	15,734	4,339	6,344	793,044
Athletic/Physical Education Assistant	13.59	15.33	14.51	5,269	2,024	3,563	277,916
Other Special Project Personnel	35.14	25.80	29.80	27,407	17,940	21,997	153,980
IT (Technology)/Data Analysis Personnel	26.99	26.76	26.95	52,741	50,243	52,242	522,415
Computer Technology Technician	19.89	15.88	18.81	38,190	22,938	34,098	1,398,026
<b>AVERAGES / TOTALS</b>	<b>\$ 14.59</b>	<b>\$ 11.74</b>	<b>\$ 12.30</b>	<b>\$ 21,644</b>	<b>\$ 13,502</b>	<b>\$ 15,114</b>	<b>\$ 47,789,484</b>

**NOTE:** Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of non-certified personnel

\* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES  
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE  
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (26 DISTRICTS)**

**2007-2008**

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/Clerk	5	21	26	4.40	19.40	23.80
Clerk - Board Of Trustees	-	8	8	-	4.50	4.50
Office Support Personnel - District/Charter	2	65	67	1.50	46.80	48.30
Office Support Personnel - Building	2	199	201	1.00	139.60	140.70
Personnel Services	-	1	1	-	0.70	0.70
Custodial Personnel	147	144	291	115.30	103.00	218.40
Child Nutrition - Supervisor	1	24	25	0.80	19.10	19.90
Child Nutrition - Manager	1	70	71	0.70	41.10	41.90
Child Nutrition - Food Preparation	6	215	221	2.50	97.30	99.80
Child Nutrition - Other	6	44	50	0.40	13.90	14.40
Building/Ground Maintenance Personnel	92	11	103	73.90	4.10	78.10
Instructional Assistant - Regular Ed	4	157	161	2.20	64.50	66.70
Instructional Assistant - Special Ed	30	500	530	16.70	267.00	283.70
Instructional Assistant - Title I	2	171	173	0.90	87.90	88.80
Instructional Assistant - LEP/Migrant	6	67	73	3.40	27.10	30.50
Instructional Assistant - Technology	4	4	8	2.40	1.70	4.10
Related Services Assistant, Special Ed	1	29	30	0.60	16.50	17.10
Library Assistant	2	81	83	0.60	42.40	43.10
Transportation - Supervisor	14	5	19	12.20	3.80	16.00
Transportation - Dispatcher/Secretary	-	9	9	-	4.30	4.30
Transportation - School Bus Mechanic	21	2	23	18.80	1.50	20.30
Transportation - School Bus Assistant	6	12	18	2.10	3.30	5.50
Transportation - School Bus Driver	92	189	281	30.90	75.10	106.00
Transportation - School Bus Monitor	-	10	10	-	3.90	3.90
Transportation - School Bus Driver Trainer	2	-	2	0.60	-	0.60
Safe Environment Personnel	10	64	74	2.80	15.40	18.20
Athletic/Physical Education Assistant	119	86	205	13.90	9.40	23.40
Other Special Project Personnel	-	8	8	-	2.20	2.20
IT (Technology)/Data Analysis Personnel	4	1	5	3.70	-	3.80
Computer Technology Technician	24	14	38	22.60	8.30	31.00
<b>TOTALS</b>	<b>603</b>	<b>2,211</b>	<b>2,814</b>	<b>335.90</b>	<b>1,125.00</b>	<b>1,460.90</b>

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/Clerk	\$ 27.45	\$ 23.94	\$ 24.61	\$ 44,121	\$ 46,130	\$ 45,744	\$ 1,189,337
Clerk - Board Of Trustees	-	19.15	19.15	-	20,386	20,386	163,086
Office Support Personnel - District/Charter	9.98	14.33	14.20	16,767	22,232	22,069	1,478,593
Office Support Personnel - Building	8.72	12.73	12.69	9,613	18,358	18,271	3,672,551
Personnel Services	-	15.09	15.09	-	23,661	23,661	23,661
Custodial Personnel	11.65	10.23	10.95	18,990	15,222	17,125	4,983,426
Child Nutrition - Supervisor	17.23	16.88	16.90	30,325	28,155	28,242	706,045
Child Nutrition - Manager	13.07	11.39	11.41	19,344	13,984	14,059	998,190
Child Nutrition - Food Preparation	8.05	9.44	9.40	7,203	8,973	8,925	1,972,504
Child Nutrition - Other	10.78	9.30	9.48	1,658	6,315	5,756	287,793
Building/Ground Maintenance Personnel	16.05	12.43	15.67	27,130	8,328	25,122	2,587,538
Instructional Assistant - Regular Ed	10.53	10.05	10.06	11,855	8,819	8,895	1,432,066
Instructional Assistant - Special Ed	11.73	10.22	10.31	13,827	11,328	11,469	6,078,823
Instructional Assistant - Title I	10.87	10.56	10.56	9,909	11,319	11,302	1,955,290
Instructional Assistant - LEP/Migrant	13.23	11.64	11.77	12,707	9,072	9,370	684,040
Instructional Assistant - Technology	11.65	10.67	11.16	15,438	9,883	12,661	101,284
Related Services Assistant, Special Ed	10.61	12.95	12.87	13,369	15,883	15,799	473,976
Library Assistant	9.66	10.47	10.45	6,426	11,619	11,494	953,961
Transportation - Supervisor	21.07	22.14	21.35	38,393	31,718	36,636	696,083
Transportation - Dispatcher/Secretary	-	12.17	12.17	-	12,455	12,455	112,094
Transportation - School Bus Mechanic	16.39	17.35	16.47	30,893	25,257	30,403	699,276
Transportation - School Bus Assistant	12.22	10.04	10.76	9,091	6,007	7,035	126,633
Transportation - School Bus Driver	14.46	13.78	14.00	9,717	11,126	10,664	2,996,698
Transportation - School Bus Monitor	-	9.54	9.54	-	7,437	7,437	74,372
Transportation - School Bus Driver Trainer	16.93	-	16.93	10,907	-	10,907	21,814
Safe Environment Personnel	10.79	10.74	10.74	7,144	5,789	5,972	441,959
Athletic/Physical Education Assistant	13.65	12.22	13.05	2,763	2,339	2,585	529,969
Other Special Project Personnel	-	17.38	17.38	-	9,182	9,182	73,455
IT (Technology)/Data Analysis Personnel	26.92	20.00	25.54	52,509	3,456	42,698	213,490
Computer Technology Technician	20.22	13.67	17.81	38,034	16,956	30,269	1,150,204
<b>AVERAGES / TOTALS</b>	<b>\$ 14.07</b>	<b>\$ 11.35</b>	<b>\$ 11.93</b>	<b>\$ 16,566</b>	<b>\$ 12,161</b>	<b>\$ 13,105</b>	<b>\$ 36,878,211</b>

**NOTE:** Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of non-certified personnel

\* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES  
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE  
SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (17 DISTRICTS)**

**2007-2008**

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/Clerk	6	11	17	4.40	9.50	14.00
Clerk - Board Of Trustees	1	9	10	-	4.80	4.90
Office Support Personnel - District/Charter	1	19	20	0.50	14.20	14.70
Office Support Personnel - Building	2	69	71	0.80	46.10	46.90
Personnel Services	-	3	3	-	1.40	1.40
Custodial Personnel	43	59	102	32.30	40.60	72.90
Child Nutrition - Supervisor	-	12	12	-	7.70	7.70
Child Nutrition - Manager	-	7	7	-	4.40	4.40
Child Nutrition - Food Preparation	-	93	93	-	42.00	42.00
Child Nutrition - Other	1	16	17	0.10	4.30	4.40
Building/Ground Maintenance Personnel	36	8	44	25.70	4.50	30.30
Instructional Assistant - Regular Ed	5	76	81	2.40	32.50	34.90
Instructional Assistant - Special Ed	10	137	147	5.40	68.90	74.30
Instructional Assistant - Title I	3	75	78	1.00	33.20	34.20
Instructional Assistant - LEP/Migrant	-	21	21	-	10.00	10.00
Instructional Assistant - Technology	-	6	6	-	3.10	3.10
Related Services Assistant, Special Ed	1	8	9	0.50	3.60	4.10
Library Assistant	-	28	28	-	15.40	15.40
Transportation - Supervisor	14	-	14	10.60	-	10.60
Transportation - Dispatcher/Secretary	-	5	5	-	1.50	1.50
Transportation - School Bus Mechanic	8	-	8	6.10	-	6.10
Transportation - School Bus Assistant	1	6	7	0.40	1.10	1.50
Transportation - School Bus Driver	48	72	120	15.20	21.90	37.10
Transportation - School Bus Monitor	1	6	7	0.50	1.40	2.00
Transportation - School Bus Driver Trainer	-	1	1	-	0.20	0.20
Safe Environment Personnel	1	32	33	0.30	8.30	8.60
Athletic/Physical Education Assistant	41	36	77	4.40	4.80	9.20
Other Special Project Personnel	3	6	9	0.80	2.20	3.00
IT (Technology)/Data Analysis Personnel	1	2	3	0.80	1.20	2.10
Computer Technology Technician	7	2	9	6.10	1.00	7.20
<b>TOTALS</b>	<b>234</b>	<b>825</b>	<b>1,059</b>	<b>119.10</b>	<b>391.10</b>	<b>510.20</b>

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/Clerk	\$ 23.00	\$ 21.43	\$ 21.98	\$ 33,661	\$ 39,544	\$ 37,468	\$ 636,955
Clerk - Board Of Trustees	27.00	18.15	19.04	3,510	16,417	15,127	151,267
Office Support Personnel - District/Charter	12.46	15.17	15.03	12,958	23,837	23,293	465,854
Office Support Personnel - Building	8.82	12.59	12.48	7,722	17,217	16,949	1,203,383
Personnel Services	-	21.01	21.01	-	17,546	17,546	52,637
Custodial Personnel	11.95	10.44	11.07	18,719	14,832	16,470	1,679,972
Child Nutrition - Supervisor	-	16.28	16.28	-	21,591	21,591	259,097
Child Nutrition - Manager	-	13.35	13.35	-	17,611	17,611	123,276
Child Nutrition - Food Preparation	-	9.36	9.36	-	8,949	8,949	832,229
Child Nutrition - Other	8.24	11.28	11.11	2,966	5,600	5,445	92,571
Building/Ground Maintenance Personnel	16.02	13.24	15.52	23,212	16,271	21,950	965,796
Instructional Assistant - Regular Ed	9.43	10.15	10.10	9,519	8,882	8,922	722,652
Instructional Assistant - Special Ed	8.96	9.82	9.76	10,129	10,178	10,174	1,495,650
Instructional Assistant - Title I	7.89	9.59	9.53	5,465	8,676	8,552	667,071
Instructional Assistant - LEP/Migrant	-	10.00	10.00	-	9,028	9,028	189,598
Instructional Assistant - Technology	-	9.66	9.66	-	10,491	10,491	62,945
Related Services Assistant, Special Ed	19.00	10.38	11.33	19,950	10,075	11,172	100,550
Library Assistant	-	10.42	10.42	-	11,901	11,901	333,225
Transportation - Supervisor	21.01	-	21.01	32,851	-	32,851	459,910
Transportation - Dispatcher/Secretary	-	9.73	9.73	-	6,377	6,377	31,886
Transportation - School Bus Mechanic	16.40	-	16.40	26,344	-	26,344	210,752
Transportation - School Bus Assistant	8.33	16.05	14.95	7,038	4,930	5,231	36,615
Transportation - School Bus Driver	15.22	14.93	15.05	9,566	8,624	9,001	1,080,071
Transportation - School Bus Monitor	10.71	9.61	9.77	12,681	4,973	6,074	42,516
Transportation - School Bus Driver Trainer	-	10.43	10.43	-	5,632	5,632	5,632
Safe Environment Personnel	24.34	13.36	13.69	16,977	8,245	8,510	280,830
Athletic/Physical Education Assistant	13.07	11.23	12.21	2,551	2,659	2,601	200,303
Other Special Project Personnel	12.46	13.14	12.92	11,083	11,575	11,411	102,699
IT (Technology)/Data Analysis Personnel	20.66	10.11	13.63	38,014	13,290	21,531	64,593
Computer Technology Technician	21.24	17.31	20.36	39,051	22,600	35,395	318,555
<b>AVERAGES / TOTALS</b>	<b>\$ 14.60</b>	<b>\$ 11.41</b>	<b>\$ 12.11</b>	<b>\$ 15,719</b>	<b>\$ 11,140</b>	<b>\$ 12,152</b>	<b>\$ 12,869,090</b>

**NOTE:** Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of non-certified personnel

\* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES  
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE  
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (46 DISTRICTS)**

**2007-2008**

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/Clerk	3	32	35	1.90	28.80	30.70
Clerk - Board Of Trustees	1	18	19	0.20	10.10	10.30
Office Support Personnel - District/Charter	-	24	24	-	15.50	15.50
Office Support Personnel - Building	-	80	80	-	51.50	51.50
Personnel Services	-	-	-	-	-	-
Custodial Personnel	50	82	132	40.60	52.60	93.20
Child Nutrition - Supervisor	-	30	30	-	17.80	17.80
Child Nutrition - Manager	-	13	13	-	7.30	7.30
Child Nutrition - Food Preparation	2	70	72	0.90	34.30	35.20
Child Nutrition - Other	1	25	26	0.10	5.70	5.90
Building/Ground Maintenance Personnel	39	11	50	29.00	2.20	31.30
Instructional Assistant - Regular Ed	5	63	68	2.00	24.40	26.40
Instructional Assistant - Special Ed	5	186	191	2.70	93.00	95.80
Instructional Assistant - Title I	2	81	83	0.90	35.10	36.10
Instructional Assistant - LEP/Migrant	-	20	20	-	7.00	7.00
Instructional Assistant - Technology	1	4	5	0.30	1.60	2.00
Related Services Assistant, Special Ed	1	11	12	0.60	6.10	6.70
Library Assistant	1	35	36	0.30	18.60	18.90
Transportation - Supervisor	18	9	27	10.80	3.20	14.10
Transportation - Dispatcher/Secretary	-	10	10	-	2.40	2.40
Transportation - School Bus Mechanic	11	2	13	4.20	0.50	4.70
Transportation - School Bus Assistant	1	2	3	0.10	0.80	0.90
Transportation - School Bus Driver	62	84	146	19.70	27.20	46.90
Transportation - School Bus Monitor	-	3	3	-	0.80	0.80
Transportation - School Bus Driver Trainer	-	3	3	-	0.60	0.60
Safe Environment Personnel	2	25	27	1.30	5.00	6.40
Athletic/Physical Education Assistant	65	55	120	6.90	5.20	12.20
Other Special Project Personnel	-	3	3	-	1.00	1.00
IT (Technology)/Data Analysis Personnel	2	2	4	1.40	1.00	2.40
Computer Technology Technician	11	4	15	6.70	2.60	9.40
<b>TOTALS</b>	<b>283</b>	<b>987</b>	<b>1,270</b>	<b>131.40</b>	<b>463.30</b>	<b>594.80</b>

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/Clerk	\$ 26.98	\$ 18.82	\$ 19.52	\$ 31,779	\$ 33,776	\$ 33,604	\$ 1,176,156
Clerk - Board Of Trustees	25.00	14.61	15.16	12,350	16,829	16,593	315,276
Office Support Personnel - District/Charter	-	14.45	14.45	-	20,492	20,492	491,817
Office Support Personnel - Building	-	12.39	12.39	-	16,058	16,058	1,284,619
Personnel Services	-	-	-	-	-	-	-
Custodial Personnel	12.92	10.89	11.66	20,810	13,874	16,501	2,178,130
Child Nutrition - Supervisor	-	13.05	13.05	-	16,006	16,006	480,171
Child Nutrition - Manager	-	11.68	11.68	-	14,070	14,070	182,906
Child Nutrition - Food Preparation	9.11	9.20	9.20	9,190	9,607	9,595	690,850
Child Nutrition - Other	5.85	9.55	9.40	1,623	4,448	4,340	112,830
Building/Ground Maintenance Personnel	15.72	10.38	14.54	24,171	4,561	19,857	992,861
Instructional Assistant - Regular Ed	14.00	11.10	11.32	12,037	8,405	8,673	589,730
Instructional Assistant - Special Ed	9.61	10.32	10.30	10,692	10,762	10,761	2,055,267
Instructional Assistant - Title I	18.41	10.12	10.32	15,840	8,879	9,047	750,917
Instructional Assistant - LEP/Migrant	-	11.18	11.18	-	7,367	7,367	147,349
Instructional Assistant - Technology	8.25	9.97	9.62	6,600	8,453	8,082	40,412
Related Services Assistant, Special Ed	10.35	13.05	12.83	13,182	15,355	15,174	182,086
Library Assistant	18.94	10.71	10.93	12,498	11,677	11,700	421,202
Transportation - Supervisor	19.13	16.63	18.30	24,186	11,077	19,817	535,046
Transportation - Dispatcher/Secretary	-	14.60	14.60	-	7,416	7,416	74,160
Transportation - School Bus Mechanic	17.13	14.34	16.70	12,140	8,305	11,550	150,146
Transportation - School Bus Assistant	11.07	11.68	11.48	3,356	9,912	7,726	23,179
Transportation - School Bus Driver	16.82	15.30	15.94	9,585	9,144	9,331	1,362,367
Transportation - School Bus Monitor	-	7.49	7.49	-	4,124	4,124	12,372
Transportation - School Bus Driver Trainer	-	11.61	11.61	-	5,356	5,356	16,068
Safe Environment Personnel	13.25	11.88	11.98	18,445	6,026	6,945	187,527
Athletic/Physical Education Assistant	11.40	10.31	10.90	2,318	1,812	2,086	250,361
Other Special Project Personnel	-	13.25	13.25	-	8,859	8,859	26,577
IT (Technology)/Data Analysis Personnel	19.32	17.70	18.51	29,694	24,333	27,013	108,053
Computer Technology Technician	17.80	21.35	18.74	23,181	23,348	23,225	348,379
<b>AVERAGES / TOTALS</b>	<b>\$ 14.73</b>	<b>\$ 11.72</b>	<b>\$ 12.39</b>	<b>\$ 13,982</b>	<b>\$ 11,378</b>	<b>\$ 11,958</b>	<b>15,186,814</b>

**NOTE:** Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of non-certified personnel

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES  
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE  
CHARTER SCHOOLS (30 CHARTERS)**

**2007-2008**

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/Clerk	2	14	16	1.90	10.70	12.60
Clerk - Board Of Trustees	-	-	-	-	-	-
Office Support Personnel - District/Charter	-	-	-	-	-	-
Office Support Personnel - Building	-	65	65	-	43.70	43.70
Personnel Services	-	1	1	-	0.10	0.10
Custodial Personnel	8	10	18	4.30	2.50	6.90
Child Nutrition - Supervisor	-	3	3	-	1.30	1.30
Child Nutrition - Manager	1	4	5	1.00	2.70	3.70
Child Nutrition - Food Preparation	2	10	12	0.90	5.20	6.10
Child Nutrition - Other	-	1	1	-	0.10	0.10
Building/Ground Maintenance Personnel	-	-	-	-	-	-
Instructional Assistant - Regular Ed	17	135	152	6.10	47.40	53.50
Instructional Assistant - Special Ed	2	27	29	0.80	10.30	11.10
Instructional Assistant - Title I	1	3	4	0.70	1.00	1.80
Instructional Assistant - LEP/Migrant	-	-	-	-	-	-
Instructional Assistant - Technology	2	7	9	0.90	2.30	3.30
Related Services Assistant, Special Ed	-	-	-	-	-	-
Library Assistant	-	8	8	-	1.90	1.90
Transportation - Supervisor	-	-	-	-	-	-
Transportation - Dispatcher/Secretary	-	-	-	-	-	-
Transportation - School Bus Mechanic	1	-	1	-	-	-
Transportation - School Bus Assistant	-	-	-	-	-	-
Transportation - School Bus Driver	2	2	4	0.60	0.60	1.30
Transportation - School Bus Monitor	-	-	-	-	-	-
Transportation - School Bus Driver Trainer	-	-	-	-	-	-
Safe Environment Personnel	3	5	8	0.40	0.80	1.30
Athletic/Physical Education Assistant	9	6	15	0.80	1.00	1.80
Other Special Project Personnel	-	2	2	-	0.80	0.80
IT (Technology)/Data Analysis Personnel	4	-	4	2.00	-	2.00
Computer Technology Technician	2	2	4	1.10	0.20	1.30
<b>TOTALS</b>	<b>56</b>	<b>305</b>	<b>361</b>	<b>22.00</b>	<b>133.40</b>	<b>155.40</b>

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/Clerk	\$ 29.66	\$ 24.33	\$ 25.00	\$ 58,466	\$ 30,945	\$ 34,385	\$ 550,156
Clerk - Board Of Trustees	-	-	-	-	-	-	-
Office Support Personnel - District/Charter	-	-	-	-	-	-	-
Office Support Personnel - Building	-	13.08	13.08	-	18,264	18,264	-
Personnel Services	-	34.38	34.38	-	13,408	13,408	1,187,159
Custodial Personnel	11.87	8.94	10.24	13,955	4,716	8,822	-
Child Nutrition - Supervisor	-	20.16	20.16	-	21,356	21,356	-
Child Nutrition - Manager	9.66	11.02	10.75	20,093	15,076	16,079	68,289
Child Nutrition - Food Preparation	9.25	9.50	9.46	8,505	10,954	10,546	64,067
Child Nutrition - Other	-	8.50	8.50	-	2,890	2,890	80,396
Building/Ground Maintenance Personnel	-	-	-	-	-	-	-
Instructional Assistant - Regular Ed	12.74	11.05	11.24	9,801	7,630	7,873	126,550
Instructional Assistant - Special Ed	10.11	10.80	10.75	8,913	8,659	8,677	2,890
Instructional Assistant - Title I	11.48	12.80	12.47	17,220	9,185	11,194	-
Instructional Assistant - LEP/Migrant	-	-	-	-	-	-	-
Instructional Assistant - Technology	12.00	14.29	13.78	11,760	9,489	9,993	1,196,621
Related Services Assistant, Special Ed	-	-	-	-	-	-	-
Library Assistant	-	11.56	11.56	-	6,646	6,646	251,620
Transportation - Supervisor	-	-	-	-	-	-	-
Transportation - Dispatcher/Secretary	-	-	-	-	-	-	-
Transportation - School Bus Mechanic	23.00	-	23.00	4,416	-	4,416	44,776
Transportation - School Bus Assistant	-	-	-	-	-	-	-
Transportation - School Bus Driver	13.50	12.25	12.88	8,490	8,865	8,678	-
Transportation - School Bus Monitor	-	-	-	-	-	-	-
Transportation - School Bus Driver Trainer	-	-	-	-	-	-	-
Safe Environment Personnel	9.41	12.30	11.22	2,972	5,938	4,825	89,940
Athletic/Physical Education Assistant	12.04	10.67	11.49	2,478	4,065	3,113	-
Other Special Project Personnel	-	27.98	27.98	-	20,300	20,300	53,164
IT (Technology)/Data Analysis Personnel	25.06	-	25.06	23,103	-	23,103	-
Computer Technology Technician	25.34	18.48	21.91	26,897	4,711	15,804	-
<b>AVERAGES / TOTALS</b>	<b>\$ 14.15</b>	<b>\$ 12.39</b>	<b>\$ 12.67</b>	<b>\$ 12,315</b>	<b>\$ 11,313</b>	<b>\$ 11,469</b>	<b>\$ 4,140,185</b>

**NOTE:** Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of non-certified personnel

\* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

Federal law prohibits discrimination on the basis of race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, or marital or family status in any educational programs or activities receiving federal financial assistance. (Title VI and VII of the Civil Rights Act of 1964; Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; and the Americans with Disabilities Act of 1990). It is the policy of the Idaho State Department of Education not to discriminate in any educational programs or activities or in employment practices.

Inquiries regarding compliance with this nondiscriminatory policy may be directed to State Superintendent of Public Instruction, P.O. Box 83720, Boise, Idaho 83720-0027, (208) 332-6800, or to the Director, Office of Civil Rights, Seattle Office, U.S. Department of Education, 915 Second Avenue, Seattle WA 98174-1099, (206) 220-7880; FAX (206) 220-7887.